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Roundtable on Sustainable Palm Oil

Public Summary Report

Report no.: ASA 11 14006
1st Surveillance assessment against the
RSPO Principles & Criteria Generic Standard 2013, INA-NI July 2016 &
RSPO Supply Chain Certification System year 2014

Wilmar International Limited
PT Tania Selatan Plantation – Burnai Timur Mill
Head Office :

Site:
Lintas Timur Km 100 Desa Purwo Asri
Lempuing Jaya Sub-district, Ogan Komering Ilir District
South Sumatera Province - Indonesia

Date of 1st Surveillance Assessment: March 13 to 17, 2017

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1.0 SCOPE OF CERTIFICATION ASSESSMENT

1.1 National Interpretation Used

The operations of the palm oil mill(s) and its supply base of FFB were assessed against Indonesian National Interpretation July 2016, RSPO P&C Generic Standard 2013 and RSPO Supply Chain Certification year 2014. Selected supply chain model according to company's FFB supply base is Mass Balance (MB).

1.2 Type of Assessment

The 1st surveillance assessment was carried out on 1 of mills (Burnai Timur Palm Oil Mill) and 2 estates under PT Tania Selatan (Burnai Timur Estate and Burnai Barat estate) which owned by Wilmar International Tbk.

1.3 Locations and Maps

PT Tania Selatan was located in Purwo Asri Village, Lempuing Jaya Sub-district, Ogan Komering Ilir District, and Province of South Sumatera. The location is about 100 km and can be reached 4 hours from Palembang City the capital of South Sumatera.

Table 1: GPS locations for all estates and mills included in certification assessment

Name of mill / estates	Location	GPS locations	
		Latitude	Longitude
Burnai Timur Mill	Purwo Asri Village, Lempuing Jaya Sub-district, OKI District, South Sumatera Province, Indonesia	03°37'36.00"	104°52'05.29"
Burnai Timur Estate	Purwo Asri Village, Lempuing Jaya Sub-district, OKI District, South Sumatera Province, Indonesia	03°37'26.90"	104°51'10.90"
Burnai Barat Estate	Tanjung Lubuk and Ulak Kapal Village, Tanjung Lubuk Sub-district, OKI District, South Sumatera Province, Indonesia	03°36'43.60"	104°39'33.90"

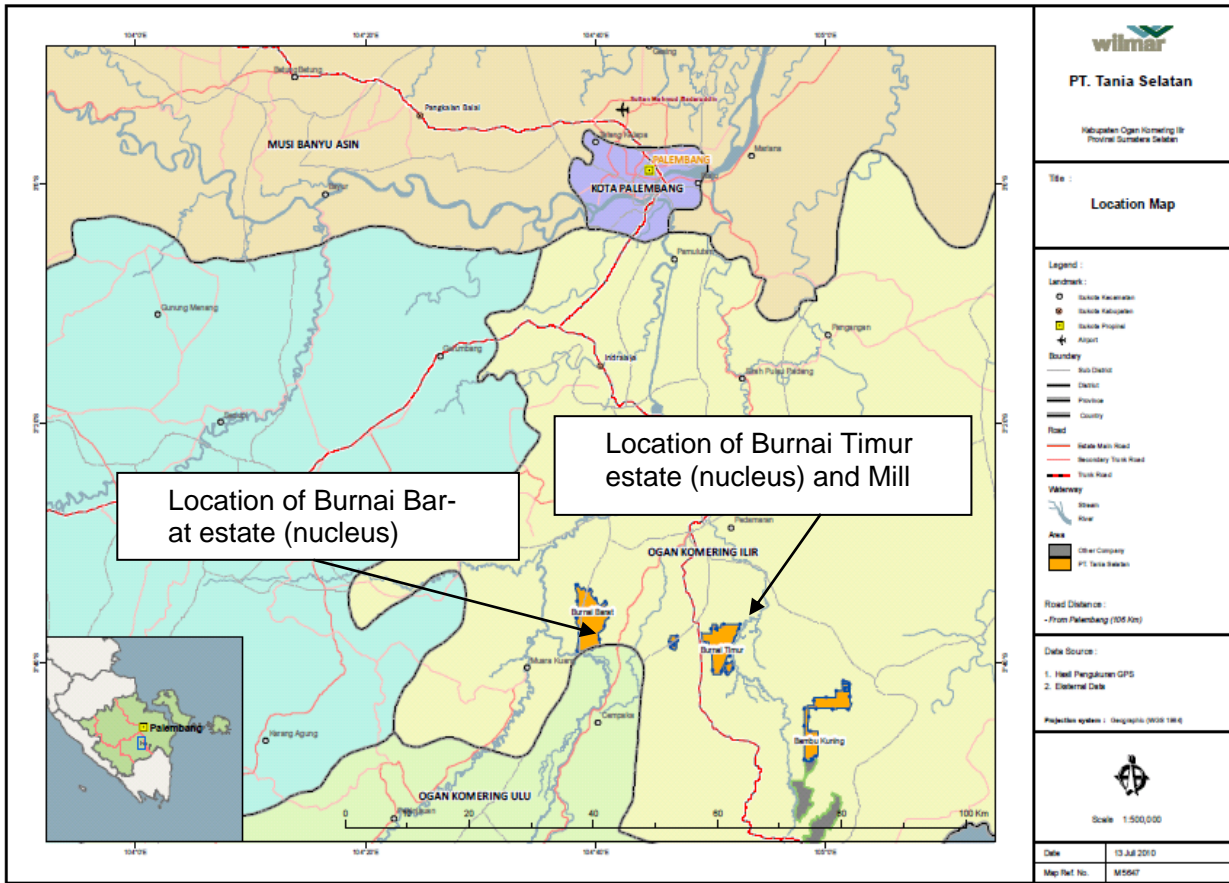


Figure 1: Location of PT Tania Selatan Estates within Ogan Komering Ilir District of Palembang, Indonesia (includes location of Burnai Timur estate, Burnai Barat estate and Bambu Kuning estate which is not included in this audit scope as this estate is supplying to another mill belonging to Wilmar)

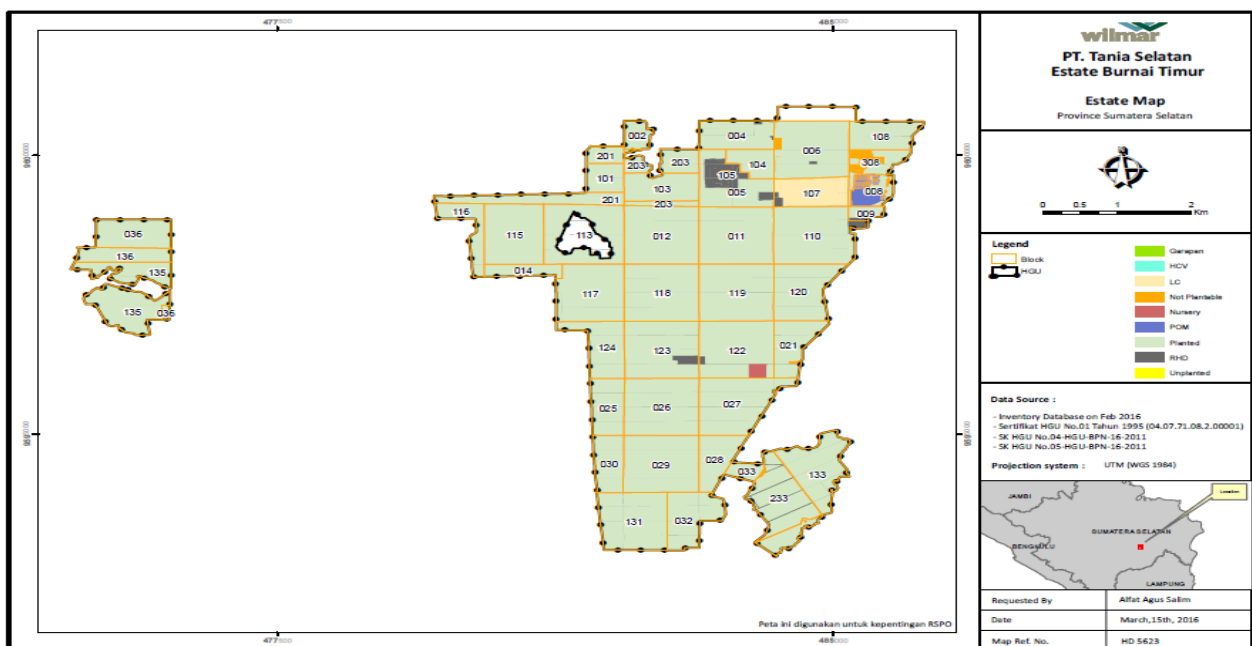


Figure 2: Planted area map of Burnai Timur Estate

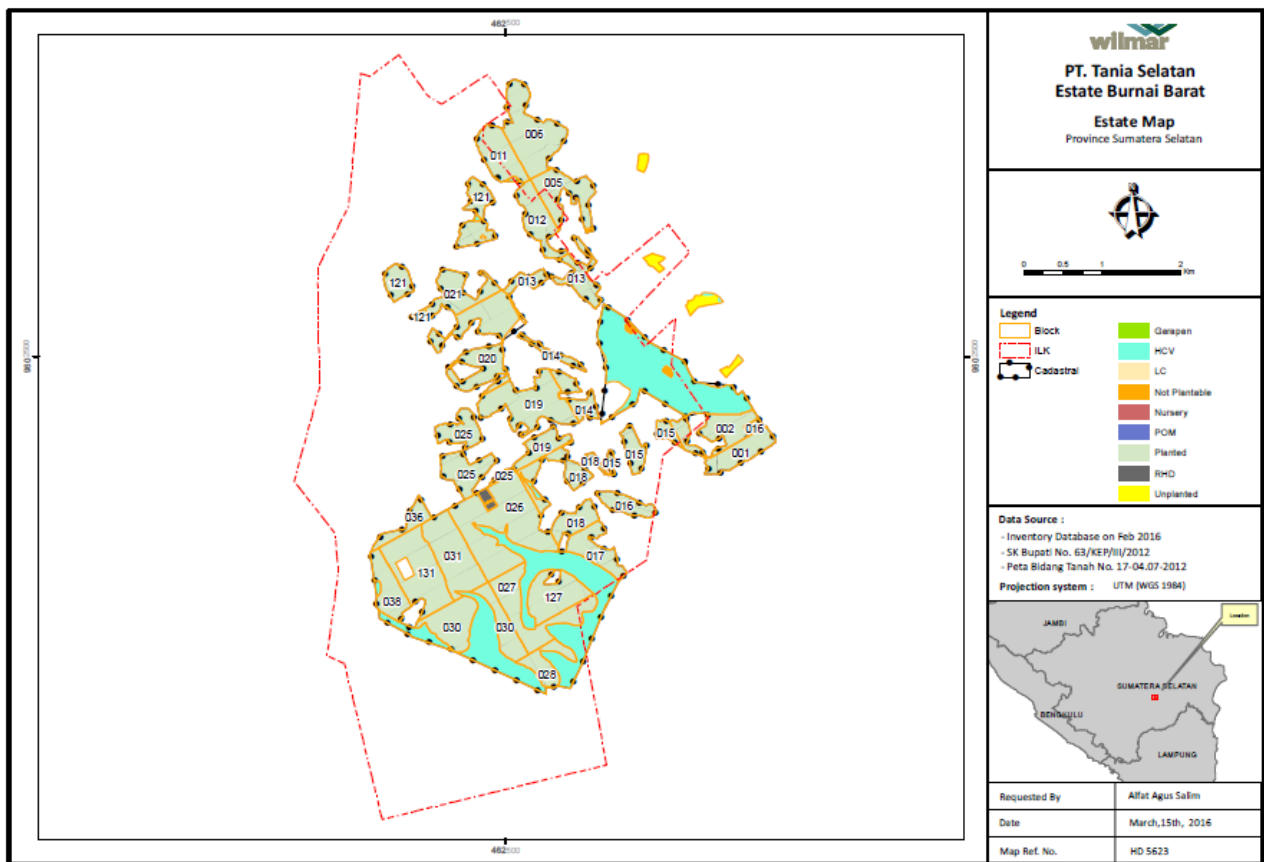


Figure 3: Planted area map of Burnai Barat estate

1.4 Description of Supply Base

Burnai Timur mill is one of the palm oil mills owned by Wilmar International in South Sumatera. Burnai Timur mill was established in 1993 with a production capacity of 60 tonnes/hours. The company was initially a National Investment Company, but changed status to a Multinational Investment Company upon approval from the Indonesian Capital Investment Coordination Board ('Badan Koordinasi Penanaman Modal' - BKPM) in their BKPM decision letter no. 696/III/PMDN/1989 dated September 16, 1989 and BKPM decision letter no. 47/II/PMDN/1996 regarding extension of share investment.

In year 2016, Burnai Timur Mill is receiving approximately 20.29% of its supplies of Fresh Fruit Bunches (FFB) from 2 company-owned estates (Burnai Timur Estate and Burnai Barat Estate) and the rest 79.69% from the company-owned (non-certified) estate, sister company and company's smallholder schemes and independent outgrowers.

The company receives FFB from independent outgrower i.e Saptu Tunggal Mandiri and also receives FFB from smallholders/outgrowers as seen the mill's supply base table 2.

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Table 2: FFB Supply Information for Burnai Timur Mill year 2016 & 2017

FFB Contributors	FFB supplied year 2016		FFB Suplied year 2017 (projection)	
	Tonnes	%	Tonnes	%
Company owned estates :				
Kebun Burnai Timur	18,027.18	11.83	15,300.00	8.11
Kebun Burnai Barat	12,881.67	8.46	16,000.00	8.49
Sub Total	30,908.85	20.29	31,300.00	16.59
Company's owned estates (out of scope)				
Kebun Bambu Kuning & BCP	445.44	0.29	-	-
Smallholder/Outgrower				
Others	77,937.49	51.17	102,900.00	54.56
Independent Ougrower				
Sapta Tunggal Mandiri (SP 1 -7), KORPRI	43,022.08	28.25	54,400.00	28.84
Grand Total	152,313.85	100.00	188,600.00	100.00

Table 3.a : CPO and PK Production from Burnei Timur Mill in Year 2016

FFB Contributor	FFB supplied in 2016 (Tonnes)	OER	CPO (Tonnes)	KER	PK (Tonnes)
Company owned estates:					
Burnai Timur Estate	18,027.18	20.53	3,700.98	5.34	962.65
Burnai Barat Estate	12,881.67	20.53	2,644.61	5.34	687.88
Company's owned estate (out of scope)					
Kebun Bambu Kuning & BCP	445.44	20.53	91.45	5.34	23.79
Smallholder/Outgrower					
Others	77,937.49	20.53	16,000.57	5.34	4,161.86
Independent Outgrower					
Sapta Tunggal Mandiri (SP 1 -7), KORPRI	43,022.08	20,53	8,832.43	5.34	2,297.38
GRAND TOTAL	152,313.85	20.53	31,270.04	5.34	8,133.56

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Table 3.b : CPO and PK Production from Burnei Timur Mill in Year 2016

FFB Contributor	FFB supplied in 2016 (Tonnes)	OER	CPO (Tonnes)	KER	PK (Tonnes)
A. Certified category :					
Burnai Timur Estate	18,027.18	20.53	3,700.98	5.34	962.65
Burnai Barat Estate	12,881.67	20.53	2,644.61	5.34	687.88
Kebun Bambu Kuning & BCP	445.44	20.53	91.45	5.34	23.79
Sapta Tunggal Mandiri (SP 1 -7), KORPRI	43,022.08	20,53	8,832.43	5.34	2,297.38
Sub Total	74,376.37		15,269.47		3,971.70
B. Non-certified category :					
Others	77,937.49	20.53	16,000.57	5.34	4,161.86
Sub Total	77,937.49		16,000.57		4,161.86
GRAND TOTAL	152,313.85	20.53	31,270.04	5.34	8,133.56

Table 4: CPO and PK production from period 2016 and projected for year 2017

FFB supplied in 2016 (Tonnes)	OER	CPO (Tonnes)	KER	PK (Tonnes)
152,313.85	20.53	31,270.04	5.34	8,133.56
Projection FFB supplied in 2017 (Tonnes) – from certified & noncertified estate				
188,600.00	20.89	39,399.00	5.59	10,543.00
Projection FFB supplied in 2017 (Tonnes) – from certified estate				
31,300.00	20.89	6,538	5.59	1,749.67

1.5 Dates of Plantings and Replanting Cycles

The company follows a replanting cycle of 25 years. Information on the dates of plantings is as per the table below.

Table 5: Age and year of plantings of company estate supplying to Burnai Timur Mill

Year of Plantings	Oil palm planted area at each estate(ha)		Age (year)
	Burnai Timur Estate	Burnai Barat Estate	
2016-2012	1,613.98	-	1 – 5
2011-2007	25.10	320.21	6 – 10
2006-2002	216.56	600.46	11 – 15
2001-1997	219.51	-	16 – 20
1996-1992	246.94	-	21 – 25
1991-1987	343.08	-	26 – 30
1986-1992	-	-	31 - 35
TOTAL	2,665.17	920.67	

*) From table 5 above there is information about age and year of planting from 2012 until 2016. This is not new development area but from replanting activities.

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Table 6: Planned and actual oil palm replanting activities for PT Tania Selatan

Year	Total planned replanting area (ha)	Total planned replanting area for each estate (ha)		Actual total area replanted (ha)
		Kebun Burnai Timur	Kebun Burnai Barat	
2015	473.36	471.08	-	471.08
2016	457.50	448.98	-	448.98
2017	292.79	343.08	-	343.08
2018	151.03	38.15	-	-
2019	-	-	-	-

1.6 Area of Plantation (Total, Planted and Mature)

Table 7: Oil Palm Planted Area Summary, FFB Production and Average yield/ha for PT. Tania Selatan

Estate Name	Total area (ha)	Oil Palm Planted area (ha)	Mature (Production) area (ha)	Immature (Non-production) area (ha)	FFB Production* (tonnes)	Average yield/ ha
Burnai Timur Estate	2,771.30	2,665.17	1,382.62	1,282.55	18,027.180	13.04
Burnai Barat Estate	1,224.89	920.67	920.67	-	12,881.670	13.99
TOTAL	3,996.19	3,585.84	2,303.29	1,282.55	30.908,850	13.42

Table 8: Land use data for PT. Tania Selatan

Estate Name	Total area (ha)	Oil Palm Planted Area (ha)	HCV/ Potential HCV areas* (ha)	Land used for other purposes (ha)			
				Housing, Road, other infrastructure	Nursery	Cleared Area	Other Land
Burnai Timur Estate	2,771.30	2,665.17	0.30	56.89	6.00	-	42.94
Burnai Barat Estate	1,224.89	920.67	256.71	28.90	-	-	18.61
TOTAL	3,996.19	3,585.84	257.01	85.79	6.00	-	61.55

Source: Areal statement 2016
HCV area include on company's productive area

1.7 Organisational Information / Contact Person

Table 9: Contacts details of the company are as follows:

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- PT Tania Selatan – Burnai Timur Palm Oil Mill –
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Company Name:	Wilmar International Limited PT. Tania Selatan Plantation - Burnai Timur Mill
RSPO Membership no.	2-0017-05-000-00
Address:	Site: Lintas Timur Km 100 Desa Purwo Asri Kecamatan Lempuing Jaya, Kabupaten Ogan Komering Ilir, Provinsi Sumatera Selatan, Indonesia
	Head Office : Multivision Tower 15rd floor, Jl. Kuningan Mulia Kav 9B, Jakarta Selatan, Indonesia
Contact Person:	Mr. Sinnaya S
Telephone:	0812-711-3343
Email:	Sinnaya.satappan@id.wilmar-intl.com

1.8 Time Bound Plan for Other Management Units

The time frame laid out below is considered to be both challenging and realistic. The time frame laid out below is considered to be both challenging and realistic.

Table 10: Time Bound Plan for Other Management Units

Name of Holding	Location	Time bound plan for certification	Status
Indonesia			
PT Milano (Pinang Awan)	North Sumatra	2009	Certified
PT Mustika Sembuluh I	Central Kalimantan	2009	Certified
PT Kencana Sawit Indonesia	West Sumatra.	2010	Certified
PT Kerry Sawit Indonesia I	Central Kalimantan	2010	Certified
PT Tania Selatan	South Sumatra	2010	Certified
PT AMP Plantation	West Sumatra	2011	Certified
PT Agro Nusa Investama (Sambas)	West Kalimantan	2012	Certified
PT Buluh Cawang Plantations 1	South Sumatra	2012	Certified
PT Bumi Sawit Kencana	Central Kalimantan	2012	Certified
PT Gersindo Minang Plantations	West Sumatra	2012	Certified
PT Sarana Titian Permata	Central Kalimantan	2012	Certified
PT Daya Labuhan Indah-2	North Sumatra	2013	Certified
PT Mustika Sembuluh 2	Central Kalimantan	2014	Certified
PT Mentaya Sawit Mas	Central Kalimantan	2014	Certified
PT Kerry Sawit Indonesia 2	Central Kalimantan	2014	Certified
PT Agro Palindo Sakti 1	South Sumatra	2014	Full Assessment on 14/11/2014
PT Musi Banyuasin Indah	South Sumatra	2014	Full Assessment on 28/11/2014
PT Murini Sam Sam	Riau	2014	Full Assessment on 02/11/2015
PT Sinarsiak Dianpermai	Riau	2014	Gap Assesment on 19/09/2014
PT Karunia Kencana Permaisejati	Central Kalimantan	2016	Full Assessment on 09/04/2015
PT Rimba Harapan Sakti	Central Kalimantan	2016	Full Assessment on 27/03/2015
PT. Bumi Pratama Khatulistiwa	West Kalimantan	2016	Full Assessment

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			26/09/2016
PT Agro Nusa Investama (Landak)	West Kalimantan	2018	Planned
PT Agro Palindo Sakti 2	West Kalimantan	2018	Planned
PT Buluh Cawang Plantation	West Kalimantan	2015	Certified
PT Agrindo Indah Persada 2	Bangko - Jambi	2018	Planned
PT. Putra Indotropical	West Kalimantan	2018	Planned
PT. Pratama Prosentindo	West Kalimantan	2018	Planned
PT. Indoresin Putra Mandiri	West Kalimantan	2018	Planned
PT Asiatic Persada	Jambi	2013	Not classified, company sold
PT Citra Riau Sarana 1	Riau	2014	Not classified, shares are being divested
PT Citra Riau Sarana (ML) 3	Riau	2014	Not classified, shares are being divested
PT Citra Riau Sarana 2	Riau	2014	Not classified, shares are being divested
Malaysia			
Sapi Palm Oil Mill	Labuk, Sandakan Sabah	Certified	
Reka Halus Palm Oil Mill	Labuk, Sandakan Sabah	Certified	
Sabahmas Palm Oil Mill	Lahad Datu, Sabah	Certified	
Saremas 1 Palm Oil Mill	Miri, Sarawak	Certified	
Saremas 2 Palm Oil Mill	Miri, Sarawak	Certified	
Terusan Palm Oil Mill	Labuk, Sandakan Sabah	Certified	
Ribubonus Palm Oil Mill	Telupid, Sandakan, Sabah	Certified	
Sri Kamusan Palm Oil Mill	Sugut, Sandakan Sabah	Certified	

Remark: Updated time bond plan, please see appendix 6.

1.9 Compliance to Rules for Partial Certification

Compliance of the uncertified management units of Wilmar Plantation Limited against the rules for partial certification according to RSPO Certification System clause 4.2.4 was assessed through document check for all company's self assessment report for uncertified unit. A summary of findings is as stated below.

Partial Certification Requirements	Audit Findings	Compliance Status
(a) The parent organization or one of its majorities owned and / or managed subsidiaries is a member of RSPO.	Wilmar International Indonesia is RSPO member with membership number 2-0017-05-000-00 .	Comply
(b-d) A challenging time-bound plan for certifying all its relevant entities is submitted to the Certification Body (CB) during the first certification audit. The time-bound plan should contain a list of subsidiaries, estates and mills. Any revision to the time-bound plan or to the circumstances of the	Refer to the time bound plan under Section 1.8 above (Table 1.10)	Comply

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<p>company shall cause the plan to be reviewed. for whether it is still appropriate, such that changes to the time-bound plan are permitted only where the organisation can demonstrate that they are justified</p>		
<p>(e) No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3. Any new plantings since January 1st 2010 must comply with the RSPO New Plantings Procedure</p>	<p>There are some newly developed plantation areas under Wilmar International such as in Jambi province, West Kalimantan province Indonesia and Nigeria as explained on the table 11 below. Some areas have undergone the New Planting Procedure (NPP) and been approved while some areas are still undergoing the NPP, as shown in Table 11 below.</p>	<p align="center">Comply</p>
<p>(f) Land conflicts, if any, are being resolved through a mutually agreed process, e.g. RSPO Grievance procedure or Dispute Settlement Facility, in accordance with RSPO criteria 6.4, 7.5 and 7.6.</p>	<p>PT Asiatic Persada, which was previously a subsidiary of Wilmar had a significant land conflict issue but has been sold to other plantation company and is now no longer a subsidiary of Wilmar Plantation.</p> <p>Wilmar International carried out the New Planting Procedure for BIASE Plantation Limited (Ibiae estate) in Nigeria with an announcement made on the RSPO website on 9 November 2012. During this NPP process, a complaint was submitted by the Rainforest Resource & Development Centre (RRDC) on behalf of the Ibiae Land Lord Community. The complaint covered infringements to several aspects of Principle 1 and Principle 2 of the RSPO P&C. The case was taken up and investigated by the RSPO Complaints Panel, with decision made for RSPO to a lawyer well acquainted with Nigerian laws to review and give an authoritative opinion on whether the company had complied with the legal requirements of Nigeria. The legal opinion was received by the RSPO on 27 August 2014, and based on this opinion, the RSPO confirmed that BIASE Plantations was in compliance with legal requirements and closed the case. However, the result was not accepted by RRDC as well as the NGO, Friends of the Earth and the issue remains ongoing with no resolution. As the company has complied with requirements to attempt to resolve the dispute through the RSPO grievance procedure, this is noted by the TUV Rheinland audit team as an observation and progress of the case will be monitored.</p> <p>Further details on this case are available here: http://www.rspo.org/members/complaints/status-of-complaints/view/26 .</p> <p>There is also on ongoing land dispute at PT Gersindo Minang Plantation (GMP), West Sumatra under Wilmar, which has been ongoing since year 1997 with the village of Jaorang Rantau. This company has been RSPO certified by another certification body who is monitoring the status of the dispute with the RSPO.</p>	<p align="center">Comply</p>
<p>(g) Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3.</p>	<p>A previously ongoing labour conflict in PT Tania Selatan regarding employee bonus has been solved. There are no other identified labour disputes ongoing at other subsidiary companies of Wilmar.</p>	<p align="center">Comply</p>
<p>(h) Legal non-compliance, if any,</p>	<p>Some of Wilmar's other management units have not</p>	<p align="center">Comply</p>

<p>are being resolved in accordance with the legal requirements, with reference to RSPO criteria 2.1 and 2.2.</p>	<p>complied with certain legal requirements, for example in PT Sarana Titian Permai, PT Kerry Sawit Indonesia, PT Mustika Sembuluh estate under another Wilmar International management unit, there is an issue with the land area stated in the land use right certificate (HGU). However, the company is taking action by inviting the National Land Agency (BPN) to remeasure the land and resolve the issue. The process is still ongoing.</p> <p>At time of this audit, the company was still making efforts to close these legal non-compliances.</p>	
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1.10 Compliance to other RSPO Procedure

Table 11: New Development Area under Wilmar International

Name of Holding	Location	Total area	NPP Status according to RSPO NPP procedure
PT Agro Indah Persada	Merangin. Jambi	1,200 ha	Approved
PT Agro Nusa Investama Sambas	Sambas, West Kalimantan	1,024 ha	Approved
Biase Plantations (Ibiae Estate)	Calabar, Nigeria	5,594 ha	Approved
Biase Plantations (Calaro Extension)	Calabar, Nigeria	3,066 ha	NPP completed. Mill construction yet to start
Eiyup Industry (Oban Estate)	Calabar, Nigeria	2,986 ha	NPP not started yet.
Biase Plantations (Biase estate)	Calabar, Nigeria	8,029 ha	Overlapping boundaries

1.11 Compliance to RSPO Guidance on GHG calculation

During the audit, the audit team verify and confirm that

The RSPO PalmGHG Calculator used	Version 3.01
Accurate data has been put into the RSPO PalmGHG Calculator	<p>Scope of PalmGHG calculation i.e.: Burnai Timur Palm Oil Mill, Burnai Timur Estate, and Burnai Barat Estate for periods January to December 2016.</p> <p>All of GHG emission sources was identified and put into RSPO PalmGHG Calculator version 3.01.</p> <p>The calculation has send to RSPO Secretariat by email dated March 13, 2017 and has responded by the RSPO secretariat.</p>
Net GHG Emission Figure (tCO ₂ e/tCPO)	1.1 tCO ₂ e/tCPO

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1.12. Plan for certification of associated smallholders

Burnai Timur mill has 8 (eight) scheme smallholders and 25 (twenty-five independent outgrowers that supply FFB to their mill. All scheme smallholders which were previously included in the mill audit scope are now removed from the audit scope and now as an independently and supported by RSPO.

1.13 Approximate Tonnages Certified

The approximate tonnages certified based production in year 2017 for company owned estates only are as follows:

Crude Palm Oil (CPO) : **6,538.57** tonnes
Palm Kernel (PK) : **1,749.67** tonnes

While the projection for FFB production for year 2017 is **31,300.00** tonnes from certified companies' owned estate.

1.14 Recommendation for 1st Surveillance Assessment

PT Tania Selatan (Burnei Timur Palm Oil Mill its supply based estates has established and maintains an effective system to ensure compliance with the RSPO principles and criteria. The audit team has confirmed through the audit process that the company's practices complies with, adequately maintains and implements the requirements of RSPO Principles and Criteria Generic Standard.

PT TUV Rheinland Indonesia recommends that Burnei Timur Palm Oil Mill and its supply bases is approved to extend its certificate as a producer of RSPO Certified Sustainable Palm Oil.

1.15 Date of Certificate Issued and Scope of Certificate

The scope of the certificate covers production of palm oil from Burnei Timur Palm Oil Mill and its supply base, which includes Burnei Timur Estate and Burnei Barat estate. Further details of the certificate are as per Appendix 1.

1.16 Others Achievements and Certification Helds

Name of mill / estate	Certification Standard/Award achieved	Certification Body / Awardee	Date Achieved
PT Tania Selatan	ISO - 19 November 2008	TUV Rheinland Indonesia	14 August 2014
	ISPO - 16 January 2014	PT.MAL	15 November 2019
	RSPO - 15 May 2011	TUV Rheinland Indonesia	14 May 2016
	PROPER 2014 - 2015	Propernas	-

2.0 ASSESSMENT PROCESS

2.1 Certification Body

PT TUV Rheinland Indonesia is member of Group TÜV Rheinland Group, a global leader in independent testing and assessment services. The TÜV Rheinland Group was established in 1872 with offices located in over 490 locations in 62 countries on all five continents. PT TUV Rheinland Indonesia offers certification for a wide range of management systems according to established international standards including ISO 9001, ISO 14001, OHSAS 18001, SA 8000, as well as CDM Validations and Verifications. PT TUV Rheinland Indonesia's office is located in Jakarta, Indonesia.

2.2 Qualifications of Lead Assessor and Assessment Team

Name	Position	Qualifications / Experience
Wahyu	Auditor	<p>Education: Bachelor degree of Mechanical Engineering - University of Indonesia and Magister of Manufacturing - Pancasila University</p> <p>Trainings attended: ISO 9001 and ISO 14001 IRCA Lead Auditor Training, Training of ISO 28000, TOT of Maritime Security, ISO 22000, and OHSAS 18001, SVLK Lead Auditor Training, COC – LEI Lead Auditor Training, VLO & RIL Training, ISPO Lead Auditor Training, and RSPO Lead Auditor Training.</p> <p>Working experience: Around 8 (eight) years as technician and engineer at manufacturing industries, 3 (three) years as QHSE Head at independent surveyor and inspection services company, 3 (three) years as QHSE Consultant, and 6 (six) years as auditor of ISO 9001, ISO 14001, OHSAS 18001, SVLK, COC – LEI, SVLK for Industry, ISPO and RSPO.</p>
Riki Harpan	Auditor	<p>Education: 2001 – State University of Jakarta (Universitas Negeri Jakarta) Bachelor degree majoring in Germany language education 2010 – Budi Luhur University (Universitas Budi Luhur) Magisterial Management (not passed).</p> <p>Trainings attended:</p> <ul style="list-style-type: none"> ▪ January 19 to 20, 2015 – Training for Auditor RSPO Supply Chain Certification Standard and Systems from David Ogg and Partners Ltd. ▪ December 12 to 16, 2014 – Training for Auditor CoC PEFC-IFCC from Indonesian Forestry Certification Cooperation (IFCC) ▪ September 29 until October 9, 2104 – Training for Timber Legality Verification (VLK) Auditor Mandatory from Ministry of Forestry ▪ September 28, 2014 – The Introduction of ISO 9001:2008 Workshop with AJA Academy ▪ November 27, 2013 – FSC/PEFC-Chain of Custody Standard with Jobst Dustersiek (Lead Auditor QM/FSC/PEFC System LGA InterCert GmbH ▪ August 27 to 28, 2012 - FSC/PEFC-Chain of Custody Standard with Jobst Dustersiek (Lead Auditor QM/FSC/PEFC System LGA InterCert GmbH ▪ May 17, 2012 - International Sustainability & Carbon Certification (ISCC) Sales Training with Dr. Rüdiger Meier Product responsible for sustainable Biomass and FSC TÜV Rheinland Cert GmbH at PT TUV Rheinland Indonesia ▪ August 18 to 19, 2011 – The Awareness Training for Health, Safety and Environmental Management Systems at PT TUV Rheinland Indonesia ▪ 2011 – Training for FSC/PEFC-Chain of Custody Standard with

		<p>Mr. Klaus Schatt (LGA InterCert Gemany) at PT TUV Rheinland Indonesia</p> <ul style="list-style-type: none"> ▪ 2011 – Training for FSC/PEFC-Forest Management Standard with Mr. Klaus Schatt (LGA InterCert Gemany) at PT TUV Rheinland Indonesia ▪ January 18 to 19, 2011 – Awareness Training Roundtable on Sustainable Palm Oil (RSPO) with Mrs. Dian S. Soeminta (Lead Auditor RSPO of TÜV Rheinland Indonesia) at PT TUV Rheinland Indonesia. ▪ March 04, 2012 – Pelatihan Pengenalan SNI ISO/IEC 17021:2008 from National Standardization Agency of Indonesia (BSNI) ▪ November 30 to December 04, 2009 – Training for Quality Management Systems (QMS) Auditor/Lead Auditor at PT TUV Rheinland Indonesia <p>Working experience: 2007 – 2012 Technical Support Assistance acting as Document controller for Quality Management System (QMS), Forestry Certification and Agriculture Certification Department. 2012 – now VLO Auditor, VLK Trainee Auditor, CoC FSC Auditor, CoC PEFC-IFCC Auditor, RSPO SCCS Auditor, V-Legal Inspector and Facilitator Expert Panel I (pre-assessment) for Sustainable Forest Management (PHTL) & Chain of Custody (CoC) LEI certification.</p>
Steve Muallim	Auditor	<p>Education: Master of Science of Environmental and Natural Resources Management (IPB) and Bachelor of Science of Agronomy and Horticulture, Bogor Agriculture University (IPB).</p> <p>Training attended: ISCC Inhouse Training, GHG Calculation, HCV, ISO 9001:2008, ISO 19011, ISPO, RSPO, Forum on Asian Carbon Update, Training Course on Climate Change Mitigation and Adaptation for Agricultural Productivity in Southeast Asia, Environmental Impact Assessment (AMDAL) and Ecological Risk Assessment (ERA).</p> <p>Working experience: Team of Environmental Assessment and Monitoring at PT Alas Consultant, ISPO and RSPO Auditor at PT Mutu Certification International (2013-2015), ISPO and RSPO Auditor at PT TUV Rheinland Indonesia (2016-present).</p>
Panggading H. Nainggolan	Auditor	<p>Education: Sarjana Bachelor of Social Science of Jakarta Institute of Social & Politic Science</p> <p>Training Attendaed: RSPO in house training by MAL, ISPO by ISPO Commision, Awareness of QHSE (management system review & integrated management system concept ISO 9001, 14001, OHSAS).</p> <p>Working experience: Komisi Nasional Perlindungan Anak – Staff Hubungan Masyarakat, Staff Devisi Program Edukasi – Common Ground Indonesia, Reporter di Global Informasi Bermutu, Producer</p>

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		di Netwave Multimedia, Producer di Satu Visi Perkasa Produksi, Project Supervisor di Surya Solusi In-formasi dan Eksternal Auditor di Mutu Agung Lestari dan dan Auditor Eksternal ISPO PT TUV Rheinland Indonesia.
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2.3 Assessment Methodology

The 1st surveillance assessment was conducted between March 13 to 16, 2017 as per the assessment program below. The assessment was carried out in accordance with PT TUV Rheinland Indonesia's RSPO audit procedure as well as the RSPO Certification Systems document. During assessment, the qualified TUV Rheinland assessors used the RSPO standard as endorsed for the country in which the assessment took place and recorded their findings.

Due to the location and proximity of the estates, combined with common management systems, it was possible to carry out both field and document assessments of all estates and the mill within the time frame without compromising the integrity of the assessment in anyway.

All 2 estates and 1 mill were visited and the assessment team carried out field and document assessments of compliance to all the RSPO principles and criteria. Common systems were identified and specific evidence was recorded for individual estates. Interviews were conducted at all estates and the mill.

The company proposed the correction and corrective action for all identified non conformities raised to the certification body 30 days after the closing meeting. Verification of closure of major non-conformances was conducted 2 months after the closing meeting of the 1st surveillance assessment and implementation of corrective actions for minor non-conformities will be verified during the next surveillance audit. The 1st surveillance assessment agenda is as explained below.

1st Surveillance Assessment Agenda

Date	Location	Agenda
13.03.2017 (05.25-06.35)	-	All auditor traveling from Jakarta to Palembang
13.03.2017 (08.00-13.00)	Liaison Office – Palembang	<u>Wahyu & Panggading Nainggolan</u> Verification of legal documents (legal land, IUP, replanting activity, new planting document and land compensation relate of new planting, etc)
13.03.2017 (14.00-18.00)	-	<u>Wahyu & Panggading Nainggolan</u> Traveling to site
13.03.2017 (06.35-11.00)	-	<u>Riki Harpan & Steve Mualim</u> Traveling to site
13.03.2017 (11.30-12.00)	Burnai Timur Palm Oil Mill	<u>Riki Harpan & Steve Mualim</u> Opening meeting: <ul style="list-style-type: none"> • Introduction and background of estate and mill • Audit team introduction and audit plan finalization
13.03.2017 (14.00-18.00)	Burnai Timur Palm Oil Mill	<u>Riki Harpan & Steve Mualim</u> Verification document of efficiency energy, training, continuous improvement, communication, labor union, discrimination, children worker, SCCS and etc.
14.03.2017 (08.00-12.00)	Burnai Barat Estate	Fields Visit – Burnai Barat Estate: <ul style="list-style-type: none"> • OHS implementation • On-site interviews with Sprayers at Block 026

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		<ul style="list-style-type: none"> • On-site interview with Harvester at Block 025 • Road maintenance • Interview with contracted FFB loaders • Interviews with harvesters and loose fruit pickers Block 19 • EFB Application area • Chemical store • Hazardous waste • Boundary stone • HCV area • And etc
14.03.2017 (14.00-17.30)	Burnai Barat Estate	<p>Document verification Document Review Legal Requirements (OSH and Environment), OSH, Training, SOP's of Legal requirements register and implementation, Field operations (spraying, harvesting, manuring), fertilizer application records, chemical application records, chemical stock inventory, worker interviews , visit of chemical stores, workshops, HIRARC, OSH Committee and safety records, accident records, training and PPE issuance, waste storage also hazardous waste inventories and manifest.</p>
15.03.2017 (08.00-17.30)	Burnai Timur mill	<p>Fields visit:</p> <ul style="list-style-type: none"> - Mill compound - Loading ramp - Security post - Lubricant store - Effluent treatment ponds - Interviews with mill workers from boiler and clarification stations <p>Document Verification: OHS, Environmental, Issues related to Legal compliance, Occupational Safety and Health implementation, training , AMDAL, UPL/UKL, RKL/RPL Aspect Impact Analysis, verification of previous audit findings.</p>
16.03.2017 (08.00-12.00)	Burnai Timur Estate	<p>Fields visit:</p> <ul style="list-style-type: none"> • OHS implementation • On-site interviews with Sprayers at Block 026 • On-site interview with Harvester at Block 025 • Road maintenance • Interview with contracted FFB loaders • Interviews with harvesters and loose fruit pickers Block 19 • EFB Application area • Chemical store • Hazardous waste • Boundary stone • HCV area • And etc
16.03.2017 (14.00-16.00)	Burnai Timur Estate	<p>Document verification: Document Review Legal Requirements (OSH and Environment), OSH, Training, SOP's of Legal requirements register and implementation, Field operations (spraying, harvesting, manuring), fertilizer application records, chemical application records, chemical stock inventory, worker interviews , visit of chemical stores, workshops,</p>

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		HIRARC, OSH Committee and safety records, accident records, training and PPE issuance, waste storage also hazardous waste inventories and manifest.
16.03.2017 (16.00-17.00)	Closing meeting	Attended by all auditors and representative of management of the organization
17.03.2017	Flight to Jakarta	-

Agenda for Verification of Closure of Major and Minor Non-conformities

Date	Location / Main sites	Auditor	Main activities
March 14, 2017	Burnai Barat Estate	PN	<p>P&C 1.3.1 (Major) Non-conformance : RSPO00110</p> <p>The company has a policy about code of conduct on behalf of Wilmar Group Indonesia with the document number 044/DIR-KP/XII/2015 valid dated December 15, 2015 but not yet socialized to all levels of employees and third parties relating to the operations of PT Tania Selatan.</p> <p>Verification findings: Socialized of policy & code of conduct to all levels of employees and third parties associated with the operations of PT Tania Selatan. At West Burnai on March 26, 2016 attended by 97 workers, at East Burnai at July 30, 2016 attended 88 workers and contractor representatives</p> <p>Compliance status: Closed</p>
March 14, 2017	Burnai Barat Estate	PN	<p>P&C 2.3.1 (Major) Non-conformance : RSPO00111</p> <p>There are two community land inside company's HGU area in block 113, however no record of negotiation process or agreement that the community allowed to use those land as farming area.</p> <p>Verification findings There is map of land enclave in the area of PT Tania Selatan, Burnei Timur estate. The map has inform 2 rubber plantation belong to community inside blok 113, that has been excluded from company's HGU. According to information from Bina Mitra departement, a part of enclaved area has been compensated by Tania Selatan. All relevant information as been available in Bahasa and kept by both parties. There is no conflict between Tania Selatan and communities surrounding area that is why, Tania Selatan is not require to provide evidence to show that communities are represented through institutions or representatives of their own choosing.</p> <p>Compliance status: Closed</p>

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<p>March 14, 2017</p>	<p>Burnai Barat Estate</p>	<p>WHY</p>	<p>P&C 4.1.2 (Minor) Non-conformance : RSPO00112 The company has conducted internal audits periodically but have not completed the form required to conduct internal audits, such as internal audit check sheet (FRM-Gen-004 revision 1 effective date April 20,2011), the report form non-conformity (FRM-GEN-005 revision 04, the effective date April 20, 2011), form the audit report (FRM-Gen-012 revision 01 effective date April 20, 2011) as set out in the internal audit procedures (Pro Gen-003, revision 03 effective date March 1, 2007, the date of the revised October 1, 2014)</p> <p>Verification findings: The Internal Audit procedure has been revised (PRO-GEN-003), Revision 04, dated Nopember 2016. The last internal audit has performed on February 06-10, 2017. Some records were reviewed,such as:</p> <ul style="list-style-type: none"> - Report of Audit Internal RSPO tahun 2017, dated 10 February 2017. - Attendance List of Opening and Closing Meetings of Internal Audit at Burnai Barat Estate, Burnai Timur Estate and Burnai Timur POM. - Audit Check Sheet - Non conformity report (Laporan Ketidaksesuaian, FRM-GEN-005; Revision 07) dated 6 -10 Februariy, 2017. Based on the record, found that 31 NCRS was issued, 17 of them has closed and 14 of them still in progress. - Corrective action dan preventive action records was taken and its effectiveness. - Etc <p>Based on the records were reviewed, the internal audit has performed as the procedure appropriately.</p> <p>Compliance status: Closed</p>
<p>March 14, 2017</p>	<p>Burnai Barat Estate</p>	<p>WHY</p>	<p>P&C 4.7.5 (Minor) Non-conformance : RSPO00113 It was observed most of HCV areas in Burnai Barat estate were burned during dry season In year 2015. There is no investigation the cause of fire and recorded properly to be considered for correction and corrective action. HCV burned in Block 30 was not recorded on PoL8/D-04/IX/2015/SPK Sek TG Lubuk. Also not consistent with SOP PRO-GEN-014 rev. 05.</p> <p>Verification findings: Dokumen-dokumen yang diverifikasi antara lain:</p> <ul style="list-style-type: none"> - Berita Acara Kebakaran Lahan Kebun Burnai Barat tanggal 08 September 2015 yang menjelaskan terjadinya kebakaran lahan seluas kurang lebih 40 ha. Berita acara dilengkapi dengan dokumentasi pemadaman kebakaran. - Laporan Peristiwa Kebakaran Nomor Pol.: LP/D-

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			<p>/IX/2015/SPK SEK TG LUBUK. Laporan ditandatangani oleh Kepala Polisi Sektor Tanjung Lubuk.</p> <ul style="list-style-type: none"> - Laporan Investigasi Kebakaran tanggal 9 September 2015. Laporan dibuat oleh staf HCV. Di dalam laporan dijelaskan analisa masalah, lokasi titik koordinat kejadian kebakaran, serta tindakan koreksi yang telah diambil. Laporan investigasi juga telah disetujui oleh Pimpinan Unit. <p>Compliance status: Closed</p>
March 14, 2017	Burnai Barat Estate	WHY	<p>P&C 5.2.4 (Minor) Non-conformance : RSPO00114</p> <p>Monitoring of the existence of Flora and Fauna as observed on “Berita Acara Pendaftaran Jenis Fauna and Flora in Burnai Barat Estate dated November 14, 2015, It was sight on the report were 21 Aves types; 7 mamals found surrounding on company’s area not only in HCV area, and 2 identified flora however monitoring result still not inform about the status of HCV and RTE that affected by plantation activities to be consider for development of company’s management plan.</p> <p>Verification findings: Based on records of Daftar Flora & Fauna (FRM-GEN-035) the status of flora and fauna has informed and classified based on IUCN & CITES.</p> <p>Compliance status: Closed</p>
March 14, 2017	Burnai Barat Estate	WHY	<p>&C 5.2.5 (Minor) Non-conformance : RSPO00115</p> <p>It was sight HCV locations were identified side a side with community area such as HCV at block 02; block 015; block 014 and block 13. However there is no evidence of negotiated agreement that optimally safeguards both the HCVs and community land.</p> <p>Verification findings: There is document of agreement for maintain HCV area between the organization and local communities, e.g.: A. Murod (Head of village of Ulak Kapal) and Abu Bakar, S.H. (head of village of Tanjung Baru) on 29 December 2015 respectively.</p> <p>Compliance status: Closed</p>
March 16, 2017	Burnai Barat Estate	RIH	<p>Criterion E 4 (Major) Non-conformance : RSPO-SCCS 00116</p> <p>Since January 2016, RSPO certification scope for PT Tania Selatan has exclude FFB from smallholder scheme as certified source. However the material balance in Burnei Timur Mill for February and March still includes FFB from smallholder scheme as certified</p> <p>Verification findings: Based on material balance report verification has confirmed that the company has separated and recorded the certified material incoming from internal plantations and smallholders since the small holder has owned certificate.</p>

			Compliance status: Closed
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2.4 Stakeholder Consultation and Stakeholders Contacted

The stakeholder consultation involved both external and internal stakeholders. External stakeholders were notified to make comments on the certification assessment by placing an invitation to comment on the RSPO website. Stakeholders included those immediately linked with the operation of the company such employees, out-growers, the local government, NGO's, trade and labour unions and local communities.

Stakeholder consultation took place in the form of interviews. Interview with stakeholders were held to seek their views on the performance of the company with respect to the sustainability practices outlined in the RSPO Principles & Criteria, and to comment on aspects where improvements could be made. Meetings with local communities were held at their respective premises within and near the company's area.

In all the interviews the objectives of the RSPO and the purpose of the assessment was clarified at the outset followed by an evaluation of the relationship between the stakeholders and the company before discussion proceeded to obtain the stakeholders feedback on the company's compliance to different aspects of the RSPO Principles & Criteria. Although several stakeholders were not familiar with RSPO but they agreed with its objective and expressed their willingness to collaborate in the promotion of sustainable palm oil in South Sumatera province. In all interviews the assessment team did not restrict discussion of both the positive and negative aspects of operations conducted by PT Tania Selatan estates and mill.

2.5 Date of Next Surveillance Visit

The next surveillance visit is planned on March 2018

3.0 ASSESSMENT FINDINGS

3.1 Summary of Findings:

RSPO Principle and Criteria

During the 1st surveillance audit, total 5 nonconformities were raised, 5 nonconformities were assigned against Major Compliance indicators while none nonconformity were assigned against Minor Compliance Indicators. The 7 (seven) observations or opportunities for improvement were identified. Further explanation of the non-conformities raised and corrective actions taken by the company are provided in Section 3.2. The observations & opportunities for improvement are listed in Appendix 5.

The following is a summary of findings made for the criteria listed in the RSPO Principles & Criteria November 2013 (INA-NI September 2016) and RSPO SCCS 2014 for detail information about company's compliances to RSPO P & C.

<i>Criterion 1.1: Oil palm growers and millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages & forms to allow for effective participation in decision making.</i>	
Findings: PT Tania Selatan has SOP for request of information, as stated on SOP NO. PRO –BNM-001 rev. 04 revised on October 01, 2014. The SOP explain about mechanism for request of information verbally and non verbal. The SOP stated that all request information will be responded within 7 days.	Compliance status: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No NCR No: -

The Company has a list of stakeholders that are listed in the document FROM-Gent-033 revision 05 effective date January 2017. In the stakeholder list is divided into several categories of stakeholders such as provincial level agencies, office / district-level agencies, the police, the military, government districts, the village administration, cooperative, universities, NGOs, contractors / suppliers etc. The Company has procedures for updating and revision of the list of stakeholders with numbers Pro-BNM-014 revision 1 dated effective October 1, 2014.

The Company has announcement to all stakeholders related to the transparency of corporate documents with the letter number 2421.02 / TS.HRR / EXT / IV / 2015 dated April 20, 2015. The information that can be accessed by stakeholders such as: company profile, EIA documents, company policies, permit of HGU and other related permits, area of estate and mill operational, program reports CSR / CD, operational procedures estate and mill, organizational structure, reports of HCV and Management plan HCV, report and SIA Management plan, plan of health and safety, plan and assessment related to social impact, identification of environmental aspects and impacts, documents complaints, continuous improvement plan and public summary of the certification assessment. The type of information mentioned above can be accessed by government agencies, NGOs, police, head of village and contractors.

The Company has procedures procedure for acceptance and completion of external information with the document number Pro-BNM-001 revision 04 effective date of March 1, 2007 revision dated October 1, 2014. In the procedure regulated about the procedures to obtaining the desired information. The officer responsible to update the list of stakeholders is Bina Mitra (BNM). In the procedure contained information about the officer responsible for the receipt of information ie the Community Development Officer (CDO). In the procedure regulated that companies give answers in writing no later than three weeks from receipt of the complaint / information.

Example of record request of information Letter No. 75.58 / LIBRA-KAB.OKI / XI / 2016 dated November 17, 2016, from LIBRA's (Lembaga Independent Bela Rakyat) representative to the management of PT Tania Selatan regarding the request for heavy equipment for road repair, response from the management with letter No. 015/TS-ADM/KBB /IX/2016 provides backhoeloder assistance to the LIBRA's for road repair at Teluk Gelam and Tanjung Lubuk districts dated November 19, 2016.

Proposal No. 001 / PPMSL / TB / IV / 2016 from the organizing committee of Musholla development Dusun V April 2016 addressed to the management of West Burnai estate, response from management by letter No. 08 / TS-ADM / KBB / V / 2016 dated May 28, 2016 by providing cement material assistance of 30 zak for the construction of V Tanjung Baru village mosque.

Criterion 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.

Findings:

The Company has announcement to all stakeholders related to the transparency of corporate documents with Memo No. 2758.02 / TS.HRR / EXT / II / 2017 dated 07

Compliance status:

Yes No

NCR No: -

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February 2017 on the transparency of corporate documents, and information that can be accessed by stakeholders such as: company profile, EIA documents, company policies, permit of HGU and other related permits, area of estate and mill operational, program reports CSR / CD, operation-al procedures estate and mill, organizational structure, reports of HCV and HCV management plan, report and SIA management plan, plan of health and safety, plan and assessment related to social impact, identification of environmental aspects and impacts, documents complaints, continuous improvement plan, public summary of the certification assessment and Human Right Policy. Overall these documents found in the office

Criterion 1.3. Growers and millers commit to ethical conduct in all business operations and transactions

Findings:

The company has a company policy about code of conduct on behalf of the company Wilmar Group Indonesia with the document number 044 / DIR-KP / XII / 2015 valid dated December 15, 2015

The company policy include information about:

- The commitment and compliance with the implementation of corporate governance
- Prohibition against bribery, corruption and abuse of position
- Compliance with the laws and regulations

The policy has been outlined in the Indonesian language so it can be understood all parties, socialized to all levels of employees and third parties associated with the operations of PT Tania Selatan. At West Burnai on March 26, 2016 attended by 97 workers, at East Burnai at July 30, 2016 attended 88 workers and contractor representatives.

Compliance status:

Yes No

NCR No: -

Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.

Findings:

The organization has complete list of legal requirements that categorized into 4 (four) fields, that are:

- Law register of Plantation, Document No. FRM-GEN-022; Revision 09; reviewed dated December 03, 2016). The list prepared by EHS, Checked by Manager Bina Mitra and approved by Management Representative. There are 11 revisions, they are:
 - a. Added PP No. 27 year 2012 about Environmental License
 - b. PP No. 47 tahn 1997 with PP 26 Th 2008
 - c. Replaced PermenLH No. 11 year 2006 with PemenLH No. 5 Th 2012
 - d. Added UU No 26 Year 2007
 - e. Added PermenLH No. No 13 year 2010
 - f. AddedUU No. 7 year 2012
 - g. Added PP No. 47 year 2012
 - h. Added PermenLHK No. P.32/MenLHK/Setjen/Kum.1/3/2016,
 - i. Aded Peraturan Menteri ESDM No. 10 year 2016
 - j. Added UU No. 30 year 2009
 - k. Added PP No. 14 Thn 2012
 - l. Addition PermenLHK No. P.32/MenLHK/Setjen/Kum.1/3/2016.
- Law register of Environmental Document No. FRM-GEN-022; Revision 12; re-

Compliance status:

Yes No

NCR No: RSPO00982

viewed dated December 03, 2016). The list prepared by EHS, Checked by Manager Bina Mitra and approved by Management Representative. There are revision, they are:

- a. Rejected PermenLH No. 12 year 2007
 - b. Replaced PermenLH No. 11 year 2006 by PermenLH No. 5 year 2012
 - c. Added PP. 81 year 2012
 - d. Rejected Decree of Bapedal No 255 year 1996
- Law register of OHS, Document No. FRM-GEN-022; Revision 08; reviewed dated May 10, 2016). The list prepared by EHS, Checked by Manager Bina Mitra and approved by Management Representative. There are revision, they are:
- a. Rejected PrmenLH No. 03 year 2008
 - b. Added Permenaker No. 12 year 2015
 - c. Added Permenaker No. 26 year 2014
 - d. Added Perpres No. 5 year 2006
- Law register of Employment, Document No. FRM-GEN-022; Revision 10; reviewed dated May 10, 2016). The list prepared by EHS, Checked by HRR Manager and approved by GM. There are revision, they are:
- a. Added PP No. 19 year 2016 about revision of Perpres No. 12 year 2013
 - b. Rejected PP No. 111 Thn 2013.

The law registers contained legal and other requirements, i.e.: Laws, PP (Government Regulation), Decree of President, Decree of Ministry, Decree of Governor, Decree of Regent, and etc.

The copies of all legal and other requirements are available both of soft copies and hard copies on all sites (Burnai Barat Estate, Burnai Timur Estate and Burnai Timur Mill). Some evidence of legal compliance as follow:

Burnai Barat Estates:

Some records were reviewed as sample and found that:

- Operator licenses (SIO) are available and still valid
- Training of First Aider, Certificate No. 560/ID/Disnaker-Tran/BW/2012, dated December 13, 2012 on behalf Lukman Hakim, as required by Permenakertrans RI Nomor Per.15/MEN/VIII/2008.
- OHS Committee (P2K3) has been approved by Decree of Head of Labor and Transmigration of OKI District No. 17/D.Naker-trans/BW/2016, dated February 18, 2016,
- Report of OHS Committee (P2K3) Activities for periods Oktober – November year of 2016, to authority agency of labor and transmigration of District OKI.

Palm Oil Mill of Burnai Timur

Some records were reviewed as sample and found that:

- Report of RKL-RPL (Self Monitoring Report) Semester I year 2016 to:
 1. Head of Environmental Agency of OKI District at Kayuagung, dated August 01, 2016, letter no. 284/TS-MM/PKS-BT/IX/2016
 2. Governor of South Sumatera at Palembang, dated August 01, 2016, letter no. 284/TS-MM/PKS-BT/IX/2016.
 3. Regent of OKI District at Kayuagung, dated August 01, 2016, letter no. 284/TS-MM/PKS-BT/IX/2016
 4. Head of Environmental Agency of South Sumatera Province at Palembang, dated August 01, 2016, letter no. 284/TS-MM/PKS-BT/IX/2016

- Report of OHS Committee (P2K3) Activities to Head of Labor and Transmigration of OKI District at Kayu Agung for:
 1. Periods October – December 2016 (Triwulan IV – 2016), letter no. 048 A/TS-MM/PKS-BT/II/2017, dated January 23, 2017.
 2. Periods July – September 2016 (Triwulan III – 2016), letter no. 329TS-MM/PKS-BT/VII/2016, dated October 31, 2016.
 3. Periods April – June 2016 (Triwulan II – 2016), letter no. 246/TS-MM/PKS-BT/VII/2016, dated August 24, 2016
 4. Periods January - March 2016 (Triwulan I – 2016), letter no. 009/TS-MM/PKS-BT/VI/2016, dated May 23, 2016
- List of Licenses for POM – Burnai Timur
 1. POM Legality (e.g.: HO, SITU, TDP, TDI, SIUP, Tanda Daftar Gudang, Penimbunan dan Penyimpanan Bahan Bakar Minyak, AMDAL – 15.000 ha & 60 ton TBS per Jam, TPSLB3, Land Aplikasi, SIP and IMB). All licenses are issued by related authority government agencies and all licenses are still valid.
 2. POM Machineries and Equipments (Boiler #1, #2, & #3, Pesawat angkat dan angkut-conveyor, pesawat angkat dan angkut – over head travelling crane/hoisting crane-3 unit, Pesawat angkat dan angkut-reli industry, Sterilizer #1 - #4, BPV, Compressor #1, #2, & # 3, Electricity Installation, Instalasi Penyalur Petir, Hydrant Installation, Motor Diesel #1, #2 & #3, Boiler Turbine #1 & #2, Wheel Loader, Static Crane, and Bejana Tekan). All stipulated POMs machineries and equipments are issued by related authority agencies and all licences still valid.
- Licenses of POMs other equipments (e.g: electronic weight bridge – Dacin & Perisca, Storage tank 1.110.293 renewal Nov. 2016, storage tank 3.579.828 renewal March 2017; Analitical Balance, Top Loading Balance, Digital Burette, Oven, Moisture Balance, Thermometer #1 - #4 – Renewal 1 Sept 2016, APAR, and Radio Station) – on processes.
- Operators License (SIO) were reviewed such as:
 1. Wheel Loader Operator - Tri waluyo valid until March 18, 2018
 2. Wheel Loader Operator - Shehu valid until May 19, 2020
 3. Boiler Class I - Indratno valid until February 10, 2017 (on progress for extension)
 4. Steam Boiler Class I of Jhon Zulkarnaen valid until September 21, 2017
 5. Steam Boiler Class I of Supari valid until September 21, 2017
 6. Overhead Travelling Crane Operator – Mustopa valid until May 19, 2020
 7. Overhead Travelling Crane Operator – Sopi'i valid until May 19, 2020
 8. Hoisting Crane Operators – Abd Roni, valid until May 19, 2020
 9. Hoisting Crane Operators – Abd Roni, valid until May 19, 2020
 10. Overhead travelling Crane Operator – Muhsirun, valid until March 18, 2018
 11. Overhead travelling Crane Operator – Agusnadi, valid until March 18, 2018
 12. Boiler Operator – Subandi, valid until April 03, 2019
 13. Sterilizer Operator – Asri Achirudin, valid until April 03, 2019
 14. License OHS Expert of Electrical – M. Riadus Sholihin, valid until July 14, 2017
 15. OHS Committee (P2K3) Structure – Valid until December 2013
 16. License of General OHS – Expert - Erwinsyah, valid until April 06, 2019.
 17. Struktur LKS Bipatite – Valid until March 18, 2018
- OHS & Environment Routine OHS Monitoring such as:

1. Analysis of liquid waste (effluent) was performed periodically each month
 2. Boiler and Genset Emission Monitoring was performed periodically once every 6 (six) month. The last monitoring was performed at January 04, 2017
 3. Annual medical surveillance for all employee i.e.: cholinesterase and audiometri, planned May 2017.
 4. Noise Test performed once per year , was planned May 2017
 5. Test of methane gas – once per 6 (six) month – the last test was performed on January 04, 2017
 6. Test of vehicles emission – once per 6 (six) month – the last tes was performed on Januari 2017.
 7. Test of Ground Water – once per 6 (six) months - the last test was conducted on January 04, 2017
 8. Annually Soil Analysis – once per year – the last analysis was performed on January 04, 2017.
- Submission of plantation business report for second semester of 2016 No. 008 / BM / -TS-EXT / I / 2017 dated January 17, 2017 submitted to Plantation Agency, OKI District. (Act No. 39 year 2014 concerning Plantation)
 - The Labor Report of 2017 submitted to the Labor Agency of OKI District dated February 06, 2017 (Act No. 7 year 1981 concerning Annual Labor Report)
 - The organization has performed special medical surveillance (cholinesterase) for pesticides aplicator once a year. However, the organization has no identified special medical surveillance need for workers who work with chemical as regulated on Permenkes no. 2 Tahun 1980. The situation considered as non conformance (RSPO 00982)

The organization has established documented procedures related information on legal requirements including personnel in charge to manage, set of legal documents, relevant section within the law that is identified and linked to activities, and Comprehensive list of international, national, sub-national and provincial laws which details the requirements of specific to the mill and estate operations. The documented procedures are:

1. Procedure No. PRO-BNM-010, started from October 15, 2008, Revision 02, revision dated October 01, 2014; Procedure of Identifikasi dan Evaluasi Aspek Hukum dan Peraturan Perundang-undangan yang Berlaku. The procedure prepared by Bina Mitra Officer, Checked by Bina Mitra Manager and Approved by GM. The procedure outlined background , purposes, scopes, benefits, responsibilities, targets, processes (procedures), access to legal and other requirements, references and etc.
2. Procedure No. PRO-BNM-009, started from October 15, 2008, Revision 02, revision dated October 01, 2014; Procedure of Pemenuhan Persyaratan / Kewajiban (Compliance) Terhadap Hukum dan Perundang-undangan. The procedure prepared by Bina Mitra Officer, Checked by Bina Mitra Manager and Approved by GM. The procedure outlined background, purposes, scopes, benefits, responsibilities, targets, processes (procedures), access to legal and other requirements, references and etc. The procedure said:
 - Frequency of updated is once time per year
 - Personnel in charges are EHS has responsible for environmental and OHS, HR/PGA responsible for employment and Bina Mitra has responsible for plantation, including for tracking and communication of changes to relevant sections of the legislation.
 - However sources of informations are not specifically mentioned on the

<p>procedure, considered as negative observation.</p> <p>The organization has defined a documented procedure for internal audit that is procedure of Audit Internal, document no. PRO-GEN-003, started from March 01, 2007; Revision No. 04, dated December 03, 2016. The procedure said that management representative prepared audito plan once of 12 month.</p> <p>The last internal audit was conducted on February 06-10, 2017. Internal audit scopes are RSPO, ISPO and ISCC including copliannce to legal. Documentation are available, i.e.:</p> <ul style="list-style-type: none"> - Audit Findings Records - Noconformities Report - Official Report ((berita acara) Pemenuhan Temuan Audit Internal RSPO - And etc. <p>NCR No: RSPO00982 (P&C 2.1.1 – Major)</p> <p>The organization has performed special medical surveillance (cholinesterase) for pesticides aplicator once a year. However, the organization has no identified special medical surveillance need for workers who work with chemical as regulated on Permenkes no. 2 Tahun 1980.</p>	
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Criterion 2.2: The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.

<p>Findings:</p> <p>During this 1st surveillance there is no any revision regarding land use right. Explanation as follow: Burnai Timur estate and Bambu Kuning estate has land used right title ('Hak Guna Usaha' or HGU) based on decree of the Minister of State for Agrarian Affairs / Head of National Land Agency No. 21/HGU/BPN/95 valid until December 31, 2029 for total area of 4,205.68 Ha (Burnai Timur estate: 2,404.74 Ha and Bambu Kuning estate: 1,800.94 Ha), land map No. 01/1992 and land use right title certificate No. 01/Muara Burnai dated on October 18, 1995 amount of 2,404.74 Ha (for Burnai Timur estate).</p> <p>There is an additional area in Burnai Timur estate amounting to 366.56 Ha for which there are two cultivation right title (Hak Guna Usaha) issued in accordance with decree of National Land Agency regional office in South Sumatera Province, which are:</p> <ul style="list-style-type: none"> • HGU No. 05/HGU/BPN-16/2011 dated on March 4, 2011 for total area are 191.81 Ha • HGU No. 04/HGU/BPN-16/2011 dated on March 4, 2011 for total areas are 174.75 Ha <p>According to information stated on Company's area statement month February 2016, total planted area and others in Burnai Timur estate are 277.19 ha. However the auditor sight from overlaid map between planted area and HGU they are some planted area outside HGU area e.g. on block 131; 032,028,027, 021, 120,110 and 002. There is no information about total planted area outside HGU location and company action for this condition.</p> <p>The status of both areas, as stated in the Forestry Agency of South Sumatera Province letter No. 522.593/947-II/Hut dated on February 25, 2011, is considered as land for other uses ('Areal Penggunaan Lain'). The land use right title certificate for these two areas has been in-process where PT Tania Selatan has submitted letter</p>	<p>Compliance status: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NCR No: -</p>
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(no. 97/TS-BM/Ext/VI/2011 dated on June, 6, 2011) to the National Land Agency of Ogan Komering Ilir Regency.

The company also has a plantation business registration letter ('Surat Izin Usaha Perusahaan' or SPUP) obtained from the Ministry of Forestry and Plantation No. 760/Menhutbun-VII/2000 dated on June 29, 2011 for total area of 4,205.68ha located at Lempuing District, Ogan Komering Ilir Regency, South Sumatera Province with processing capacity permit of 60 tonnes/hour. However the location permit does not include permit for additional area in Burnai Timur area of 366.31 ha even no Plantation Business Permit ('Izin Usaha Perkebunan' or IUP) as the existing Plantation Business Registration Letter (SPUP) covers only the area of 4,205.68 ha for Burnai Timur Estate and Bambu Kuning Estate. PT Tania Selatan has SR3 document to prove that additional area has land title document.

Burnai Barat estate is ongoing to obtain land use right title (Hak Guna Usaha), the following description are the process of Burnai Barat estate to apply HGU certificate i.e.:

- Burnai Barat has received their location permit (extension time) i.e Decree Head of Ogan Komering Ilir District No. 63/KEP/III/2012 dated on February 06, 2012
- The company has submitted letter (No. 238/TS-BM/Ext/X/2012 dated on October 24, 2012) to Head of Regional Office of the National Land Agency in South Sumatera Province about request of cadastral measurement amount of 1,300 Ha
- The Head of Regional Office of the National Land Agency in South Sumatera Province then sent a letter to the company regarding the notification of deficiencies requirement for request of cadastral measurement (surveying and mapping) amount of 1,300 Ha.
- The company then submitted letter (No. 08/TS-BM/Ext/I/2013 dated on January 25, 2013) and additional document to Head of Regional Office of the National Land Agency in South Sumatera Province about submission of the document on deficiencies requirement for request of cadastral measurement (surveying and mapping) amount of 1,300 Ha.
- The company has sent a letter to the Head Office of the National Land Agency of South Sumatra, concerning the cultivation right title with a letter number: 080 / TS-BM / Ext / III / 2014 dated March 24, 2014.
- Regional office of the National Land Agency in South Sumatera team has carried out cadastral measurement (measurement and mapping of boundary land) dated on May 29 to June 06, 2013 with result of measurement is 1,009.89 Ha (based on statement letter of completion of work cadastral measurement). These areas are stated in the map of land no. 17-04.07-2013 in Tanjung Baru and Ulak Kapal Village, Tanjung Lubuk Sub District, Ogan Komering Ilir Regency (scale 1: 15,000) where total areas consist of section I : 51.12 Ha, section II : 22.22 Ha, section III : 66.31 Ha, section IV : 9.79 Ha, section V : 22.20 Ha, section VI : 5.16 Ha, section VII : 68.93 Ha, section VIII : 15.98 Ha, section IX : 620.30 Ha, section X : 1.91 Ha, section XI : 11.03 Ha, section XII : 9.29 Ha, section XIII : 96.38 Ha, and section XIV : 9.27 Ha.
- Process to date is the letter of application for the cultivation right title of PT. Tania Selatan for the land area of 1009.89 ha of National Land Agency ('Badan Pertanahan Nasional' or BPN) Regional Office of South Sumatra Province to the National Land Agency of the Republic of Indonesia with the letter number: 1456 / 16-300-9 / V02014 dated May 28, 2014. The actual condition is the area statement of Burnei Barat estate is 1.224.89, that is mean the current condition

has been 215 ha more than total area as stated on cadastral map.

The company has procedures for Identification and Maintenance of the Boundary HGU by document number Pro-BNM-014 revision effective date April 20, 2011 and revision date October 1, 2014 prepared by 'Bina Mitra' (Development Partner) Officer, inspected by the Head of Unit and approved by the General Manager, which is included in SOP for implementation and maintenance of BPN boundary stones conducted every 4 months. It is accompanied by boundary markers maintenance schedule in 2014 and 2015 as outlined in the maintenance schedule form boundary markers with numbers document FRM GEN 075, revision 02, effective date October 1, 2011 and the maintenance of evidence include:

1. Minutes of maintenance of boundary markers Burnai Timur on March 09, 2017 include with a list of boundary markers and photographs maintenance results.
2. Minutes of maintenance of boundary markers Burnai Timur on March 08, 2017 include with a list of boundary markers and photographs maintenance results.
3. Minutes of maintenance of boundary markers Burnai Timur on March 03, 2016 include with a list of boundary markers and photographs maintenance results.
4. Minutes of maintenance of boundary markers Burnai Timur on June 23, 2016 include with a list of boundary markers and photographs maintenance results.

Burnai Barat Estate and Burnai Timur Estate have land use right title (HGU) boundary map and coordinates. During a visit to a field in Burnai Barat and Burnai Timur Estates, some boundary stone are well visible such as coordinate measurement on BPN boundary TS 57, TS 02 & 39 was checked and confirmed, which is consistent with the company's documents.

Based on the data of area statement 2016 and the result of interview with the Head Village of Burnai Timur and officials of Purwo Asri village, note that no cases of land disputes in the company area. Compensation or the entire land acquisition has been completed in 2006. Until now there is no demand or the company's land claims by communities around the estate.

The company has SOP for Technical Manual of Land Acquisition (No. Document: SOP 29 / BM / (0) 0409) dated 13 April 2009. The procedure is drafted and designated as a technical guide which is used to ensure that the decision, or action steps in the process of land acquisition for the benefit of the palm oil industry is done properly and correctly in accordance with the provisions and the applicable legislation, the principles and criteria of the RSPO, HCVF, and EFIC particularly for land which is related to communal/customary land.

The Company has a policy of no deforestation, no land clearing in peat lands and not exploiting their fellow human beings and the local community. It was made on December 5, 2013. In the document was explained that Wilmar remain to committed clearly and seriously not to do violence action and will do our best in all respects in order to avoid using force, threats or act violently.

Criterion 2.3: Use of land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.

Findings:

The company has the SOP of Delivering Preliminary Information and Consent

Compliance status:

Yes No

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without force (Free Prior and Informed Consent / FPIC) (No. Document: SOP 46 / PR / (0) / 0709) applies on July 2009. Within the SOP described FPIC stages, those are:

- Identification of customary lands.
- Involving the community institutions.
- Delivering information.
- Ensure that the consent was given voluntarily.
- Guarantee that the approval was given before operations.
- Ensure that there is an agreement.
- Resolve conflicts.
- Negotiation,
- Finalization of the written agreement.

In interviews with the Burnai Timur villages officials also Ulak Kapal and Tanjung Baru villages representatives, it was explained that there are no indigenous land or customary rights in the area of the company. Since the beginning of land acquisition for the construction of the estate, there is no customary land or customary rights in the area of the company. Legality of land in the community is SKT document issued by the village and sub district head, SHM (Ownership Certificate), inherited land and the deed of land sale and purchase.

There is map of land enclave in the area of PT Tania Selatan, Burnei Timur estate. The map has inform 2 rubber plantation belong to community inside blok 113, that has been excluded from company's HGU. According to information from Bina Mitra departement, a part of enclaved area has been compensated by Tania Selatan. All relevant information as been available in Bahasa and kept by both parties.

There is no conflict between Tania Selatan and communities surrounding area that is why, Tania Selatan is not require to provide evidence to show that communities are represented through institutions or representatives of their own choosing.

NCR No: -

Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.

Findings:

Burnai Barat & Burnai Timur Estates has long-term management plant for 5 (five) years from 2017 – 2022. The management plant was included the following:

- Land area statement (planting years, non-planted areas, i.e. HCV, conservation areas, fragile soils, enclaves) with updated location maps. Maps should have title, legend, source, scale and projections/georeferenced
- Quality of planting materials
- Crop projection = Fresh Fruit Bunches (FFB) yield trends
- Forecast prices
- Financial indicators – profitability forecast (income vs cost)
- Projected expansion (area, infrastructure, social amenities)
- General strategy and allocation for environmental and social management.

Burnai Barat Estate: as seen on document projection from 2017-2022, there is no replanting plan until year 2022, since the oldest plant are year 2005

POM – Burnai Timur has defined long-term management plan for 2016 - 2021, that consist of mill extraction rates/Oil extraction rate, cost of per tonne of CPO trends, forecast price, and etc.

Compliance status:

Yes No

NCR No: -

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There is evidence that the defined management plan was reviewed, for example, there is email from secretary of Mill Director for Sumatera Region to Mill Manager of POM TS – Burnai Timur, subject Meeting Invitation of work realized review year 2016.

Criterion 4.1: Operating procedures are appropriately documented and consistently implemented and monitored.

Findings:

The organization has established documented procedures both for Mills and Plantations that cover all that cover key processes, including harvesting, transportation, manuring IPM, GAP, supporting processes, and etc. The SOPs was written in Bahasa Indonesia so easy to understand by all levels and functions within the organization. There is sufficient evidence that copies of procedures are available on sites. In order to ensure wether the procedures has been understood by all related workers and implemented or not, on-site interviewed and fields visit has performed as follow:

- Burnai Barat Estate
On-site interview with Pesticides workers at block 26, i.e.: Mrs. Monica Agus, Mrs. Nurhayati, Mrs. Aisyah, Mrs. Masnun, Mr. Jimmy & Mr. M. Ali Daud. And Harvester at block 25: Mr. Ahmad, Mr. Akib and Mr. Zaenal Amirin. Evidenced that the relevant SOP's has understood by workers and they can demonstrate appropriate competence in accordance with SOP. Based on field visit also found that SOP Spray, document no. SOP-EST-025, Revision 03, Revision Date Nopember 28, 2016 available at point of use, i.e.: attached at Chemical Mobile Tank.
- Burnai Timur Palm Oil Mill
Procedures for POM has established and documented and available on plant. All procedures written in Bahasa Indonesia so no need to translate. As stated on Master List of Document (FRM-GN-018), Revision 06, dated October 01, 2014, listed procedures and SOPs, as below:
 - PRO-MIL-001: Receiving of FFB Revision No. 06, dated February 23, 2016
 - PRO-MIL-002: Production Processes , Revision No. 03, dated October 01, 2014
 - PRO-MIL-003: Logistik, Revision No. 05, dated October 01, 2014
 - PRO-MIL-004: Delivery Order, Revision No. 04, dated October 01, 2014
 - PRO -MIL-005: CPO & PKO Delivery, Revision No. 06, dated February 23, 2016
 - PRO-MIL-006: Machine & Heavy Equipment Maintenance, Revision No. 03, dated October 01, 2014
 - PRO-MIL-007: Management of Effluent (Liquid Waste), Revision No. 04, dated October 01, 2014
 - PRO-MIL-008: Evaluation of FFB Supplier, Revision No. 03, dated October 01, 2014
 - And etc.

There is a Master List of all SOPs, document no. FRM-GEN-018, Revision date October 01, 2014. The list consist of company policies, management system manual (environmental, quality and OHS), SOP for General, SOP for Bina Mitra, SOP fo Estate, SOP for Workshop, SOP for R&D, SOP for Mill SOP for Quality Control, SOP for Clinicsl, SOP for Store, and etc (such as: IT, Purchasing, Finance & Acconting).

Compliance status:

Yes No

NCR No: -

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The mechanism for internal control was established, i.e:

- SOP Audit Internal, document no. SOP-GEN-003, Revision No. 04, dated Nopember 12, 2016.
- SOP Management Review, document no. SOP-GEN-006, Revison No. 06, dated February 23, 2017
- SOP Inspection of OHS & Environment, Revision No. 04, dated October 01, 2014

All of SOP above was defined to monitor consistency of SOP implementation and evaluated effectiveness of SOP and the organization performances. The organization also has defined documented procedure to address non-compliance and corrective action for continuous improvements, i.e.:

- SOP Corrective and Preventive Action, document no. PRO-GEN-00, revision 03, October 01, 2014.
- SOP Control of Nonconformance, document no. PRO-GEN-005, Revision 05, dated February 2016

The organization has maintained the following records related to monitoring and follow up actions taken, i.e.:

- Official report (Berita Acara) Internal Audit of RSPO at Burnai Timur Estate year 2017, dated 10 February 2017, equipped by attendance list of opening meeting (was attended by 23 personels), attendance list of closing meeting (was attended by 27 personnels),
- Attendance list of opening meeting at Burnai Barat Estate, was attended by 16 personnels)
- Attendance list of opening meeting at POM – Burnai Timu, was attended by 13 personnels.
- Non-conformity Report/NCR (FRM-GEN-005; Revision 07, dated Nopember 12, 2016) dated February 06-10, 2017; This non-conformity report was raised as results of internal audit. Number of NCR was raised are 31. Based on this documents, some of NCR has been closed (17) ant the rest (14) still in progress.
- Corrective actions and preventive actions was taken were recorded including verification of actions taken effectiveness.

The organization has established SOP for third-party FFB sourcing, i.e.: SOP FFB Purchasing, Document No. SOP-MIL-044, Revision 04, dated October 01, 2014. The SOP explained purchasing processes of FFB. There is list of approved third-party FFB suppliers (Daftar Stakeholder) that signed by Head Operational on December 01, 2016. The FFB supplier consist of 1) Biliyanto; 2) Addie Surya Chandra; 3) PT Bumi Indah Multi Perkasa; 4) Johan Pratama; 5) CV Baru; 6) Rozi Dahlan; 7) Nurhayati, SPOG; 8) Hardianto Chandra; 9) Sukamto; 10) Sujono; 11) CV Abadi Jaya Bersama; 12) Rudi Siregar; 13) PT Ogan Hamparan Hijau; 14) Ranti Yunita Feri; 15) Komarudin; 16) Putal Lorok Kabal; 17) PT Segula Energi Sawitreekreasi Marga Mulya.

Criterion 4.2: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.

Findings:

Good agriculture practices and soil fertility managing implemented based on following procedures for example fertilizer application for oil palm SOP-EST-012, EFB applications SOP-EST-009, land applications SOP-GEN-007, LCC planting

Compliance status:

Yes No

NCR No: -

SOP-EST-004.
Records for all fertilizer usage dan programme for example fertilizer usage/tonne FFB productions are available, for example on Burnai Barat estates : NPK usage are 0.0468 tonne/tonne FFB, MOP usage are 0.0144 tonne/tonne FFB and for burnai timur estates RP usage are 0.014 tonne/tonne FFB and MOP are 0.015 tonne/tonne FFB.
The company has soil and leaf analysis procedure (SOP-RND-013 2013). Company conducted fertilization programme based on reccomendation of tissue and soil analysist periodically. Records for actual fertilizer report are listed on fertilization programme and realization report 2016, and done based on leaf sampling unit and soil analysist by environmental management unit laboratory (conducted on April 2015 for 2016 fertilizer recommendation, and on april 2016 for 2017 fertilizer recommendation). The result of analysis describe the content of N, P, K, Mg, Ca,B, Cu, Zn. Document review shown the fertilization programme for 2016 conducted properly based on recommendation of leaf and soil analysis result. Based on field visit on block 029 Burnai Timur for examples, sighted that frond stacking applications are conducted as mulching for oil palm. Monitoring for nutrient recycling strategy at each estate are documented well, for example POME application at Burnai Timur estates on February 2017 are 4720 m³, EFB applications for january-december 2016 periods at Burnai barat are 540 tonne for 15.73 ha areas, and at burnai timur are 7842 tonne for 207.38 ha areas.

Criterion 4.3: Practices minimise and control erosion and degradation of soils.

Findings:

Based on semi detail soil surveys 2008 from PARAM agricultural soil surveys, and based on soil map with 1:50000 scale shown there is no peat soil presence on PT Tania Selatan planted areas. Soil type found on company areas are dominated by kandiudult, hapludult, endoaquept types. Topography and elevation condition, soil depth, drainage properties, limitation factors on each soil type and its hectarages was provided on map legend.
Semi detail soil surveys and topography map indicates that PT Tania Selatan areas dominated by 0-12° slope with flat-undulating clasification, therefore the company has no spesific management strategies for planting on sloping areas. Based on field visit on block 029 Burnai Timur and Block 015 Burnai Barat for examples, sighted that frond stacking applications are conducted as mulching for oil palm, and run off/ erosion reducing.
Road maintenance budget and programme are available at budget document and rencana dan realisasi pekerjaan perawatan jalan 2016 for main road and collection road for example : Burnai Barat realization until December 2016 are 37620 meters, Burnai Timur realization until December 2016 are 24522 meters.
All planted areas of PT Tania Selatan dominated and classified as mineral soils. Based on semi detail soil surveys 2008 from PARAM agricultural soil surveys, and based on soil map with 1:50.000 scale shown there is no peat soil presence on PT Tania Selatan planted areas. Soil type found on company areas are dominated by kandiudult, hapludult, endoaquept types.

Compliance status:

Yes No

NCR No: -

Criterion 4.4: Practices maintain the quality and availability of surface and ground water.

Findings:

All of water sources identification and management plan are listed on 2017 water management document. These document describe the water source identification,

Compliance status:

Yes No

NCR No: -

Mill water usage monitoring & efficiency, and catchment/riparian area protections. Field visits on block 014 for examples, found that companies managed Pematang Balak river riparian by marked the buffer zone (throughout 50 m bothsides on riparian), perform revegetation with vetivergrass, and signboard placement. Company also conducted regularly water quality testing every semester for Pematang Balak and Pematang Hilir river (Burnai Timur) and Randu and Bengkulah river (Burnai Barat). Based on workers interview on estate housing shown that drinking water for them originated from refill water and Burnai Timur mill also provides clean water access for all workers.

Company has identified and shown the maps for catchment areas (including riparian) with 1:70000 scale. HCV identification document shown there is some river flow on estate such as Pematang Balak river and Rangkui river. Company provided procedures for these catchment areas protection/conservations listed on procedure SOP-GEN-019 document. Field visit during audit, for examples on Pematang balak river riparian block 014 acquired information that company shown proper ways to maintain and protect the catchment area for example manual weeding and marking the chemical boundary border.

Mill effluent produced by Burnai Timur Mill processed at waste water treatment plant (WWTP) based on procedure PRO-Mill-007, until it complying to standards before it distributed/discharged to burnai timur estate as land applications based on decree of Ogan Komering Ilir regent No 295/KEP/BLH/2016 valid until 2021.

Waste water quality testing document review shown for Nov 16-Feb 2017 periods all of waste water testing parameters is compliant to the standards quality (e.g : on February 2017 BOD are 2600 mg/l) and of waste water management and monitoring has been reported to related institutions per three month regularly

Field observations on Burnai Timur Mill water treatment plant (WTP) found monitoring for raw and process water usage was done by officer periodically, and flowmeters at inlet/outlet serves normally.

Procedure for Mill water usage and monitoring are provided and has been listed on procedure SOP-Mill-019. Standards of water usage for FFB process recorded on 2017 budget projected 1.85 m³/tonne FFB processed.

Water usage monitoring was done periodically and recorded, for example on February 2017 FFB processed 8851 tonne, process water usage 15005 m³, and water usage efficiency was 1.70 m³/tonne FFB processed.

Criterion 4.5: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

Findings:

The program of integrated pest management (IPM) was presented in estates work programme 2017 and stated in document FRM-HRD-024, which the technical has referred to procedure SOP-RND-022 about IPM and procedure SOP-RND-005 regarding monitoring of pest and diseases.

The program has consist of detection on pest and/or disease (P&D) incidence, planting of beneficial plant, census and control of P&D population. The procedur mentioned that chemical control is only carried out when the P&D incidence was more than its economic threshold. Record of IPM activity were presented in several documents as follows :

- Census of *oryctes* in January 2017 shows there is no *oryctes* presence on observation block. Hence, there was no chemical application recommended.
- Census of rats in January 2017 informed that the incidence were varied from 0.00-4.60 %, which is still under economics thresholed (5%). Hence, there is

Compliance status:

Yes No

NCR No: -

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<p>no rat bait application in 2017.</p> <p>During January 2016-February 2017 periods, all census for pest and disease shown that attack levels are still below economically threshold, resulting company have not to controlled pest and disease with chemical applications.</p> <p>Company do not use paraquat and any pesticide categorized as limited or WHO 1A/1B. Training programme for pest management have established in 2016/2017 training programme and realization. The company shown the evidence of training which had been carried out by the estates, for example as follows:</p> <ul style="list-style-type: none"> • Socialization on material and safety data sheet (MSDS), held on November 26th 2016, attended by 13 fertilizer applicators, 15 pesticides applicators (include foreman and agrochemicals storage), 10 worker from pest and disease team. • Training of integrated pest management for First Aid Officers of PT Tania Selatan, held on August 21st 2016, attended by 24 workers. • Training for IPM for leaf eater pests, held on February 2016 for Burnai Barat and Burnai Timur estates, attended by 31 wrokers. 	
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Criterion 4.6: Pesticides are used in way that do not endanger health or the environment.

<p>Findings:</p> <p>Procedure SOP-RND-022 about IPM mentioned that chemical application on P&D population control were only allowed if the number of incidence attack were more than its economic threshold. Justification of pesticides used must be based on census analysis which conducted regularly.</p> <p>The company has no regulation on specific pesticides used. However, list of pesticides used in 2016 were able to be provided. According to the list given, there were only five brands of pesticide used namely glisat 480SL (isopropilamine glyphosate), lindomin 865SL (2.4 dimethyl amine), tiara 20WG (methyl metsulfuron), Glinat (amonium glufosinate), and rhodiamine (2.4 dimethyl amine). All pesticides used are listed in the book of pesticide commission 2016 issued by Department of Agriculture, Republic of Indonesia.</p> <p>Furthermore, there are also no pesticides classified in WHO Class 1A/1B or listed in Stockholm and Rotterdam Convention. The company has a commitment which is stated on Wilmar group policy 2013 related to no paraquat, WHO 1A/1B usages. According to pesticides used data and field visit to agrochemicals storage, there was no stock of paraquat used in 2015-2017.</p> <p>In order to avoid P&D (include weeds) resistance and prophylactic uses of pesticide, management had substitute and rotate the use of pesticides for the same target. For example, in term of broad leaf control, the use of glisat (Isopropyl amine glyphosate) could be substitute with tiara 20 WG (Methyl metsulfuron). Moreover, apart from chemical control, biological control has also adopted by the estate, such as planting of beneficial plant for LEC control and using barn owl (<i>Tyto alba</i>) for rats' control.</p> <p>Based on field observation, beneficial plants such as <i>Turnera subulata</i> dan <i>Antigonon leptopus</i> were planted along main road and collection road, and looks satisfactory maintained. Besides that company also have monitoring for tyto alba as biological agents, census on January 2017 found there were 34 active barn owl boxes covering burnai barat and burnai timur estates.</p> <p>Company has recommendation for pesticides usages based on decree of Agricultural agency no 521/116/kompukpes/V/2016, valid until 2019.</p>	<p>Compliance status: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NCR No: -</p>
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Program of pesticides used was presented in estates Work Program which describes in Part 3. While its realization has presented in document of “monthly pesticides used and analysis report”. The report for 2016 has also informed monitoring of active substance used and lethal dosage (LD)-50, area treated, and amount of active ingredients applied per ha. For example in Burnai Barat estates, percentage of active ingredients used for Glisat 480SL are 0.41%, LD50 are 1625 mg/kg, pesticides usages are 1142 litre, are treated are 4870.25 ha, and A.l/ha are 0.096 litre/ha.

PT Tania Selatan have not conducted any prophylactic use of pesticides During 2016-2017 periods, all census for pest and disease shown that attack levels are still below economically threshold, resulting company not controlled pest and disease with chemical applications. Based on pesticed used data 2014-2016, it was informed that all pesticides uses in the later year has significantly reduced respectively (2014 are 8.952 litre, 2015 are 6761 litre, and 2016 are 4488 litre). Furthermore, company have not use any pesticides classified in Class 1A or 1B WHO and/or listed in Stockholm and Rotterdam Convention, and paraquat. The company has a commitment which was stated in WILMAR group policy 2013 about no paraquat, or WHO 1A/1B usages. According to pesticides used data and field visit to agrochemicals storage, there was no stock of paraquat in 2016/2017 periods.

The pesticides storage was available both of Burnai Barat estate and Burnai Timur estate. Based on the sites visit, it was found that the chemical store was kept securely locked when not used, properly ventilated, PPE requirement was posted, first aid box available and containment also available. A water tank with tap for emergencies was available nearby. The pesticides was arranged appropriately and considering of HSE factors. The personal who in charge has deep understanding about MSDS and pesticides handling procedures.

The Company has a mechanism to handle agrochemical, which presented in procedure SOP-EST-006 about selective weeding SOP-EST-008 about spot spraying, and SOP-EST-009 about wiping, and SOP-GEN-005 about toxic and hazardous waste management and work instruction SOP-GEN-024 about step of ex pesticides containers washing and cleaning. To maintain pesticides applicators knowledge on pesticides handlings and applications, several training had been conducted for example as follows :

- Socialization on material and safety data sheet (MSDS) and EHS, held on October 21st 2016, 16 pesticides applicators (include foreman and agrochemicals storage), 10 worker from pest and disease team and 6 workshop workers.
- Socialization for pesticides applications technique held on December 2016 for 32 workers (BB and BT).

Based on interview with pesticide applicator in Burnai Barat and Burnai Timur estates, it could be concluded that the workers were able to explain and demonstrate its job in accordance with the SOP, such as considering wind flows during spraying process, pesticides and weeds target, prohibited areas to be sprayed (for example conservation area and riparian zone, which were marked with red and yellow poles and red mark on the palms), MSDS, and a safe pesticides mixing process. Field visit on rumah bilas (pesticides mixing & rinse house for sprying team) on Burnai Barat and agrochemicals storage on burnai barat found that MSDS are available in Indonesian languages.

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Procedure of waste management and pesticides storage has presented in document SOP-STR-007 about material storage (including pesticed and agrochemicals) and SOP-GEN-005 about toxic and hazarodus material and waste management which covers ex pesticide containers collection and recording. Ex pesticides containers are allowed to be used for the same purposes.

Based on field observation on central agrochemicals storage, it was found a complete series of MSDS, in accordance to the current stock. Specific pesticides mixing site has also available. Water which had used for sprayer washing and pesticides mixing process was properly reused. The storage has also equped with pesticide flows records, proper risk symbols, PPE, first aid and fire extinguisher.

All of ex pesticides/agrochemicals containers were kept on temporary hazardous and toxic storage. Furthermore, based on observation to toxic & hazardous waste storage on burnai barat for example, it was found that time of storage and storage management were suits with the pemit and regulations. The hazardous wastes were delivered to the permitter collector, namely PT Gema Putra Buana. Furthermore, based on field observation to Burnai Timur housing complex, it could be concluded that there were no ex pesticides or hazardous material containers used for household purposes.

Company have not conduct aerial spraying for any pesticides. According to the field visit on the spraying program, the company has applied pesticide by using *Knapsack*/spraying equipment (not spreaded from the air).

Company possess procedure for Toxic and Hazardous waste including ex agrochemicals management listed on SOP-GEN-005. These procedure stated that all ex chemicals containers were kept on temporary hazardous storage at Burnai Timur Mill. Training for workers and staff regarding hazardous & toxic material handling conducted on August 2016 attended by 56 workers. Based on interview with sprayer team found that workers recognized how to properly disposed waste materials and workers have been trained by company about waste and hazardous materials handling. All of ex pesticides waste disposal evidence (logbook & manifest) are available and checked by auditor team.

All of pesticides applicators are listed and available on each estates. Overall (Burnai Timur and Burnai Barat estates) have 43 applicators. The latest spesific medical examinations (cholinesterase) were conducted on May 2016 and results of the test shown normal cholinestraxe level for all workers. During Interview with pesticides applicators on Burnai Barat and Burnai Timur, acquired information there is no skin desease/itches indication for all of sprayer teams.

Policy regarding preventing pregnant and breast-feeding women from handling pesticides has been develop by company, based on procedure PRO-EST-006. The medical examination has been conducted in regular basis and has already been informed to the workers, a routine inspection (per two months) was also carried out by the company medical practices to ascertain the condition of workers and ensure there are no women working as sprayer who are pregnant and lactating.

Interview with spraying workers on Burnai barat and Burnai timur during audit found that them are aware that pregnant/lactating women are not allowed to handle pesticides in any circumstances, and them all are not in pregnant/lactating conditions.

Criterion 4.7: An occupational health and safety plan is documented, effectively communicated and implemented.

Findings:

There is written OHS policy in English and bahasa Indonesia so can easy to understand by all workers at all levels and functions within the organization. The policy was signed/approved by Group Plantation Head and Group CSR Head. The policy was cover mitigation of risk to workers health and safety at all workplace activities.

There is sufficient evidence that the workers aware and understand the policy, as evidenced by interviewed with pesticides workers and harvester at Burnai Barat and some operators at Burnai Timur POM. The copy of OHS policy can found easily at some strategical area such as offices buildings, meeting room, public area and etc.

The organization has defined a documented procedure for identifying hazards, assessing risk and evaluating risk. And also for defined controlling risk, i.e.: “Petunjuk Pengisian Identifikasi Aspek/Bahaya K3 dan Dampak/Resiko K3”, document no. SOP-GEN-009, Revision 04, dated October 01, 2014. Risk controls hierarchy also defined, i.e: elimination, substitution, engineering, administration controls and PPE applied.

Identification of hazard and risk assessments using combined qualitative and quantitative methods. Risk assessment was taken account probability levels and severity levels fo defined initial risk level. Based on the risk level, furthermore defined significance status. To defined final risk, the organization using existing control multiplied by initial risk. Then, the risk categorized into 5 (five) categories, as follow:

1. Score 1 – 9: categorized as Risk I - no additional action required
2. Score 10 – 25, categorized as Risk II (tolerable risk) - no additional action required, however monitoring required to ensure that existing controls maintained.
3. Score 26 – 45: categorized as Risk III (Moderate risk) – Actions must be taken to decrease risk level.
4. Score 46 – 85: categorized as Risk IV (Significant risk) – Action must be taken to decrease risk level. Risk reduction must be done at certain time.
5. Score ≥ 86; categorized as Risk V (Intolerable risk) - The jobs should not be done until the risk level is lowered.

There is evidence, Burnai Barat Estate, Burnai Timur Estate & Burnai Timur Mill has performed risk assessments in accordance with stipulated mechanism above. All processes/activivites has been identified. Risk assessment results was documented on form “Identifikasi Aspek/Bahaya K3 dan Dampak/Resiko K3 (FRM-GEN-014, Rev. 06).

Then, OHS plan established in order to prevent/avoid work incidents/accidents, to meet law and regulations and to improve OHS performances. OHS Plan was available at all sites (Burnai Barat Estate, Burnai Timur Estate and Burnai Timur POM) for year 2016 & 2017, whereas the plan was include targets for improving OHS performances such as LTA, accident frequency and etc.

Compliance status:

Yes No

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The organization has defined matrix of activities vs PPE, i.e.: “Matrik Penggunaan APD” (FRM-GEN-029, Rev.02). For example, PPE for Mill activities as follow:

- Sortation area – safety shoes, helmet and cotton gloves
- Loading Ramp area - safety shoes, helmet and leather gloves
- Sterilizer - safety shoes, helmet, ear protection and leather gloves
- Capstan - safety shoes, helmet and leather gloves
- Threshing - safety shoes, helmet, ear protection and cotton gloves
- Hoisting Crane - safety shoes, helmet, ear protection and cotton gloves
- Press station - safety shoes, helmet, ear protection and cotton gloves
- Clarification - safety shoes, helmet, ear protection and cotton gloves
- Kernel - safety shoes, helmet and ear protection
- Boiler - safety shoes, helmet, ear protection, eyes protection, spray apron and leather gloves
- Engine Room - safety shoes, helmet and ear protection
- Mechanics - safety shoes, helmet, eyes protection, spray apron, dust mask, welder shield and leather gloves
- Security – shoes, helmet, dust mask and cotton gloves.
- Laboratory - safety shoes, helmet, spray apron, dust mask, spray face shield, and rubber gloves
- Water Treatment Plant – safety shoes, helmet, dust mask and rubber gloves
- Warehouse – safety shoes, helmet, eyes protection, dust mask, and leather gloves

During fields observation as sampled in Burnai Barat estate on harvesting activities at block 25 and spraying activities at block 26, was found that all workers provided appropriate PPE. And also the workers able to demonstrate their ability in safe working practices. Distribution of PPE has recorded on document “Daftar Penyeragaman APD” (FRM-GEN-071, Rev.01, dated October 01, 2014). The record contained records of workers name, type of PPE, quantity, date of distribution and etc.

The organization has assigned team to implement OHS that is OHS Committee (P2K3) as required by Indonesian regulation, e.g.:

- At Burnai Timur Estate: Decree of Head of Manpower and Transmigration Agency of OKI District No. 18/D.Naker-Trans/BW/2016, dated February 18, 2016, regarding validation of P2K3 at PT Tania Selatan - Burnai Timur.
- At Burnai Barat Estate: Decree of Head of Manpower and Transmigration Agency of OKI District No. 17/D.Naker-Trans/BW/2016, dated February 18, 2016, regarding validation of P2K3 at PT Tania Selatan - Burnai Barat.
- OHS General Expert (AK3 Umum) of Ranto Hasiholan Munthe, holder of License AK3 Umum Reg. No. 7521/PK3/AJ/16/2016/P1, valid until September 08, 2019. The persons has assigned as AK3 Umum according to Decree of Menaker RI Nomor KEP.P.3297/NAKER-BINWASK3/IX/2016, dated September 08, 2016 that valid for 3 (three) years since defined.
- OHS General Expert (AK3 Umum) of Parlindungan Tambubolon, holder of License AK3 Umum. The persons has assigned as AK3 Umum according to Decree of Menakertrans RI Nomor KEP.10177/M/DJPPK/I/2015, dated January 22, 2015 and valid until January 22, 2018.

Meeting between the P2K3 and OHS expert and worker conducted on regular basis monthly as required by regulation. Records of OHS meeting are available and maintained, e.g: meeting invitations, attendace lists, minutes meeting, recommendation for management, and etc. The meetings are concern discussed of all par-

ties about OHS.

The organization has defined a documented procedure for accidents and emergencies in bahasa Indonesia so easy to understand by all workers at all levels and functions within the organization. The SOP was cover all major potential emergencies, such as, fire, chemical spillage, and potential flood. There is evidence that accidents investigated and action taken to prevent recurrence.

There is evidence that accident records provided to the local authority in accordance with local legal requirements, i.e.: Dinas Tenaga Kerja Kabupaten OKI.

Personnel/operators who trained in first aid has assigned, e.g.: At Burnai Timur Estate: Mr Sukarmin has assigned as First Aider Officer, based on decree no. 075/KBT/SK/II/2013, dated February 01, 2013 signed by Divisional Manager. Mr. Sukarmin has follow appropriate training in accordance with Permenakertrans RI No. Per.15/Men/VIII/2008 (certificate no. 560/09/Disnaker-Tran/BW/2012, December 2013).

Frst aids equipments available at worksites, as sample observed on Spraying at block 06 CD, Fertilizer di block 122, Chemical warehouse, Workshop, and Offices. The equipments are available during conduct of field manual work. Records of first aid kit monitoring are available. And evidenced that first aid kits adequately stocked and regularly checked in accordance with local legal requirements (Permenakertrans RI No. Per.15/Men/VIII/2008).

There is evidence that all workers are provided with medical care and covered by accident insurance by the company, e.g: at Burnai Timur & Barat Estates and POM Burnai Timur, evidenced:

- Registration no of BPJS GG00 0536
- Receipt of payment of BPJS on December 2016, to Bank Mandiri no. 170109881123, BPJS employment Rp281.572.907,- with detail as follow:
 1. Jaminan Kecelakaan Kerja (JKK) = Rp.16.057.224
 2. Jaminan Hari Tua (JHT) = Rp169.492.920
 3. Jaminan Kematian (JK) = Rp8.920.680
 4. Jaminan Pensiun (JP) = Rp87.102.083

For accidents that have occurred, there is evidence that the affected workers received appropriate medical treatment, for example receipt payment for medical treatment on behalf of Tirta Risa.

Occupational injuries/accidents both of Burnai Barat and Burnai Timur estates and Burnai Timur POM using lost time accident metric are available, for example at Burnai Timur Estate year 2016:

1. Fatality /Kematian: 0
2. Accident (lost time): 33
3. Medical Treatment (without lost time): 0
4. No of employee: 5.566
5. Recordable accidents (1+2+3): 33 times
6. Total lost Time (Hari Kerja Hilang): 58 days
7. Total work hour = (Total HK Karyawan x 7 x Total Karyawan) + Jam Lembur: 986.474 hour
8. IR = Item (5) x 200.000 / Item (7) = 6.69 time per hour
9. LTIFR = Item (2) x 200.000 / Item (7) = 6.69 time per hour
10. LTISR =Item (6) x 200.000 / Item (7) = 11.76 time per hour

Criterion 4.8: All staff, workers, smallholders and contractors are appropriately trained.

Findings:

The company has a training program for Estates and Mill workers year 2017, such as: FFB Grading, Harvesting, Manuring, OHS, ect. It based on training need analysis document. Company has records of trainings from Jan 2016-February 2017 :

Burnai Timur Mill:

- Risk Analysis on 15 Feb 2016 in mill office attended by 16 workers.
- Portable step ladder dated March 22, 2016 in Mill office attended by 16 workers
- Grading system dated 26 Jan 2017 in mill office attended by 8 workers.

Burnai Timur Estate:

- HCV Training on 10 Dec 2016 12 participants.
- OHS training for clerk, foreman, mechanic and warehouse officer dated April 14, 2016 in PPLK Burnai Timur attended by 34 workers.
- OHS dan PPE to harvester August 31,2016 attended by 48 workers.
- Integrated Pest Management December 08, 2016 at PPLK, attended by 18 workers

Burnai Barat Estate:

- Spray, fertilizer, upkeep dated Feb 08, 2016 attended by 15 workers.
- Harvest February 22,2017 at estate office in the conference room attended by 68 workers

Records of each employees are available and maintained in appropriate manner, for example:

- Soppi, certificate holder of OHS Crane Operator, type Overhead Travelling Crane, Class I, valid until May 19, 2020.
- Tri Waluyo, certificate holder of OHS Crane Operator, type Wheel Loader, valid until March 18, 2018.
- Tri Waluyo, certificate holder of OHS Crane Operator type Over Head Travelling Crane, Class II, valid until March 18, 2018.
- Agus Pranoto, certificate holder of Welder Class II, Nomor 566 / 672 / VI / Nakertrans / 2014

Compliance status:

Yes No

NCR No: -

Criterion 5.1: Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

Findings:

The company posses a document of Environmental Impact Assessment (EIA) for the scope of Burnai Timur mill and burnai timur estates approved by South Sumatera BAPEDALDA on 2004, and covered 15,000 ha estate areas and 60 tonne/hour mill capacity. Additionally, the Burnai Barat esates also has others UKL/UPL document covered 2,500 ha areas and has been approved by Ogan Komering Ilir environmental agency on 2008.

Both of these documents explained the impact that might caused by the company's operations such as land acquisition, construction of roads, creation of infrastructure, processing mills build up, land preparation, crop management, oil palm planting, development of conservation areas, etc. Both documents also discribes the management plan and monitoring plan that should be done by the

Compliance status:

Yes No

NCR No: -

company.

On 2016 companies has develop a new methane capture plant and conducted replanting, regarding to this PT Tania Selatan (Burnai Timur mil and estates) shown Surat Kelayakan Lingkungan (Environment Feasibility) based on decree of Ogan Komering Ilir regent No 134/KEP/DLH/2017. These environment feasibility covering 10,719,69 ha replanting areas and development for methane capture plant.

The Company has consistently done the environmental management and monitoring as outlined in the Report of the Environmental Management and Monitoring.

This report are established every six months and reported to the Environment agency of Ogan Komering ilir. The report described realization of monitoring and management of the environment in accordance with environmental parameters in the Environmental Management Plan - Environmental Monitoring Plan and prearranged by regulations.

Review for the monitoring/management plans has been developed on January 2017 and as the outcome, Burnai Timur mill and estates have to conduct addendum for current EIA document because replanting activities and methane capture development.

Criterion 5.2: The status of rare, threatened or endangered species (ERTs) and high conservation value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and their conservation taken into account in management plans and operations.

Findings:

During this 1st surveillance audit, there is no changes on company's identified HCV, the company use HCV assessment result that was conducted by Daemeter Consulting conducted in late July and October 2009. Following information stated on the HCV assessment report it was informed that HCV areas identified in Burnai Barat estate included HCV 3, HCV 4.1 and HCV 4.3, whereas potential HCV areas were HCV 1.2, 1.4 and 5 and one area with probability of potential HCV status, i.e HCV 1.3. In Burnai Timur estate, some potential HCV areas identified included HCV 1.3, 1.4 and areas with probability of potential HCV status were HCV 1.2, 3, 4.1. Identified HCV has mapped both of at Burnai Barat estate and Burnai Timur estate with scale of 1:35,000.

The company has defined a documented standard operating procedure of Flora and Fauna Protection as per document number: SOP-GEN-14 rev 01 effective date 21 November 2012 and revision date October 1, 2014 where the standard operating procedure states the protection status of species identified according to IUCN, CITES or National regulations.

The organization has established program for protection of flora and fauna, i.e:

- At Burnai Timur Estate, a program for management and monitoring HCV 4.1 and HCV 5 year 2017, the program consist of monitoring and mintenance of signboard of HCV 4.1, signboard of hunting prohibition, patrol of fauna, and etc. .
- At Burnai Barat Estate, a program for management and monitoring HCV Area year 2016, the program consist of monitoring HCV area, making HCV's stakes/ buffer zone; install HCV's stakes/buffer zone at block 26, 27, 30 and 31; maintain HCV's stakes; making a map of HCV's stakes; Maintain HCV's signboard;

Compliance status:

Yes No

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maintain Watergate; HCV's socialization to workers and communities; monitoring water level and fire patrol.

There is evidence that program of management and monitoring of HCV was implemented, e.g.:

- Record of water level monitoring year 2016
- Report of HCV's Signboard Maintenance dated 05 July 2016 at blocks 002; 002/015; 026/027; 027 cd; 027/028; 028 and 030/031.
- Report of HCV's Signboard Maintenance dated 21 Nopember 2016 at blocks 002; 002/015; 026 B/C; 026 C/D; 026/027; 027C/D; 027/028; 028; 030/031; and 030 A.
- Report of HCV's Stakes, dated February 28, 2016 at block 001 (15 ea); 002 (5 ea); 015 (5 ea) and 028 (20 ea)
- Report of HCV's stakes maintenance dated September 19, 2016 at block 001; 002; 131; 036; and 028.
- Report of HCV's Signboard contruction and installation dated August 25, 2016 at blocks 026 C; 026 D; 030 A; and 019 D.
- Report of HCV's Banner installation dated May 09, 2016 at block 002 D
- HCV's socialization dated Nopember 18, 2016; the socialization was conducted HCV's officer and was attended by 3 persons from local communities and 1 internal HCV's officer.
- Report of HCV's Socialization, dated July 18, 2016 and was attended by 18 persons.
- And etc.

The organization have policies or rules to protect RTE species and has commnicated to workers and local communities. The organization has a programme to regularly educate the workforce about the status of the RTE species, through signboard installations & socialization and etc.

Since there is HCV set-asides with existing rights of local communities, the organization has an agreement with local communities, e.g: A. Murod and Abu Bakar, S.H. for maintain HCV's area. There is no overlap between HCV's area and local communities areal.

Criterion 5.3: Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner

Findings:

Waste management plan, and Registry for waste (included toxic and hazardous waste) products produced from mill and estates are identified and listed on 2017 identification and evaluation of pollution source document, for example mill waste water are managed at waste water treatment plant before it distributed as land applications, hazardous waste were kept at temporary hazardous waste storage. PT Tania Selatan have been conducting regular emission testing every six month as outlined in implementation report of RKL/RPL semester II 2016. Company have implemented waste utilization as oil palm nutrients by EFB and POME apilcations.

Realization for POME application at Burnai Timur estates on February 2017 are 4720 m³, EFB applications for January-December 2016 periods at Burnai Barat are 540 tonne for 15.73 ha areas, and at Burnai Timur are 7842 tonne for 207.38 ha

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areas. Field visit during audit found there is no indications that all waste including domestic waste are disposed using open fire.

All chemicals and their containers including hazardous waste are disposed responsibly based on procedure SOP-GEN-005. Inventory for all chemicals usage and it containers are available on chemicals storehouse / temporary hazardous waste storage. All ex chemicals containers kept on temporary hazardous storage at Burnai Timur mill, and the company has a permit for hazardous and toxic waste storage issued by decree of Ogan Komering Ilir regent No 294/KEP/BLH/2016 valid until 2021.

Records shown that company has sent all toxic and hazardous waste to PT Gema Putra Buana (licensed hazardous waste transporter by decree of national environmental minister No S-318/PSLB3-VPLB3/2015) on February 28th 2017 (manifest are available and checked by auditors, for example manifest AAT0013411, carrier vehicle B9664BYU for ex lubricants 5536 kg).
 Observation during audits at Burnai Timur mill temporary hazardous & toxic waste storage shown that all of hazardous waste are compliant with the periods in permit (< 180 days).

All housing/settlements waste are not disposed off using open fire. Field observation on Burnai Timur housing for example found that companies managed settlements/housing domestic waste by provide landfill on each division and sort the organic/an-organic waste. Observations also found these landfill are located far away (> 1 km) from housing and situated on flood free areas.

Criterion 5.4: Efficiency of fossil fuel use and the use of renewable energy is optimized

Findings:

PT Tania Selatan has a documented environmental objectives, targets, and programme for 2017 which include a plan to improve efficiency of fossils fuels usage. Company already implemented commitment to reducing fossil fuel by renewable energy usage. Shell and fiber usage have been monitored per month and realization of fossil fuel usage for examples, during February 2017 are 11067 litre.

During August 2016-February 2017, fiber and shell usage for boiler resulting average energy efficiency for diesel fuel are 5.25 litre/tonne CPO, for electricity are 15.34 kWh/tonne CPO, for shell usage are 0.35 tonne shell/tonne CPO, and 0.46 tonne fiber/tonne CPO for fiber usage.

Compliance status:

Yes No

NCR No: -

Criterion 5.5: Use of fire for preparing land or replanting is avoided except in specific situations as identified in the ASEAN guidelines or other regional best practice.

Findings:

Field observation at replanting areal on Burnai Timur estate found there is no ex land burning and all replanting activities was done mechanically (chopped and stack). Companies has zero burning commitment and policy based on RSPO implementation by Group plantation head 2010, stated that company used zero burning practices for land clearing, and procedure SOP-EST-002 stated that replanting activities was done mechanically without burning activities.

Compliance status:

Yes No

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Document review of replanting work contract (surat perjanjian kerja) for examples no 100/TS-Adm/V/2015 for 471,54 ha replanting areas on Burnai Timur shown all activities relating to replanting are done mechanically by chipping without burning activities.

Criterion 5.6: Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.

Findings:

An assessment of all polluting activities has been conducted, including gaseous emissions, particulate/soot emissions and effluent, following SOP No. PRO-GEN-018 issued November 19, 2012, the assessment was conducted once a year as a basic for GHG emission calculation. According to the assessment result, sources and activities generate of pollution are:

- Plantation activities i.e. land conversion; fertilizer (mineral) manufacture and transport; N₂O from fertilizer (mineral & organic) application and fuel consumption
- Mill activities i.e. POME; fuel consumption; grid electricity utilization; PK from own mill

Significant pollutants and greenhouse gas (GHG) emissions has been identified, and plans to reduce or minimise them as recorded on document "Identifikasi Aktivitas Sumber Emisi (GRK) 2015 doc. FRM-084 rev.03 e.g. to minimize emission from Genset operation with significant level 1, mill will conduct regular maintenance and analyze the emission regularly at least twice a year, repair broken equipment immediately, development of metan capture, monitoring of emission from transporter by regular maintenance twice a year, etc. The mill has document of waste identification year 2015 as recorded on FRM-GEN-058.

PT Tania Selatan has a documented environmental objectives, targets, and programme for 2017 which include a plan to improve efficiency of fossils fuels usage. Company already implemented commitment to reducing fossil fuel by renewable energy usage. Shell and fiber usage have been monitored per month and realization of fossil fuel usage for examples, during February 2017 are 11.067 litre.

During August 2016-February 2017, fiber and shell usage for boiler resulting average energy efficiency for diesel fuel are 5.25 litre/tonne CPO, for electricity are 15.34 kWh/tonne CPO, for shell usage are 0.35 tonne shell/tonne CPO, and 0.46 tonne fiber/tonne CPO for fiber usage.

Both Burnai Barat and Burnai Timur estates has identified GHG sources and monitor of GHG emission, i.e.: fertilizer, pesticides, lubricant, gasoline, and water consumptions. For example, records of monitoring of GHG sources at Burnai Timur Estate for year 2016 as below.

Compliance status:

Yes No

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Fertiliser type	Active Ingredients	Total Consumption (Kg)
Rock Phosphate	32% P2O5	263.679
MOP	60% K2O	280.842
Kieserite	27% MgSO4	135.386
Borate	-	17.560
NPK Super K	13/8/27/4+0.5B	821.593
NPK Blue	12/12/17/2	195
SOA	21% N	380.950
Dolomite	-	120.854
TSP	-	1.181
urea	-	45.197

Pesticides Name	Active Ingredient	Total Consumption	
Lindomin	2.4 Dimethyl Amin 865 g /ltr	11.407,000	ltr
Glisat 480 SL	Isopropilamina Glifosat 480 g /l (Setara dengan glifosat 356 g/ltr)	9.122,465	ltr
Tiara 20WDG	Methyl Metsulfuron 20%	228,171	kg
Marshal 5G	Karbosulfan	147,372	kg
Glinat 150 s/l	Glufosinate-ammonium	2.151,250	ltr
Icon 25 EC	Lambda-cyhalothrin 25%	16,180	Ltr
Lubricant		4.797,300	ltr

Criterion 6.1: Aspects of plantation and mill management including replanting that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.

Findings:

SIA documents preparation was conducted in participatory way through FGD method, consultation and communication with community leaders and village officials in 27 villages, for example, in Burnai Timur Village, on August 12, 2009. The villages located around the company are Burnai Barat Estate which is surrounded by six villages, Burnai Timur Estate which is surrounded by 10 villages, and Bambu Kuning Estate is surrounded by 11 villages. These are aspects of impact to be monitor and evaluate : land acquisition, access to resources, the risk of accidents and occupational health, public perception, job vacancy, marginalization of groups, social conflicts, revenue increasing, capacity building for human resources, strengthening community organizations, changes in habits and environment, health, religion and education. Social Management Plan has to review every year along with stakeholder meeting (December 28, 2016).

To increase the positive impact and reduce the negative impact, the company has Social Management Plan that create once in a year , plan were set by stakeholder communication (December 28, 2016) . Proof of involvement of external impact party meeting with community around Burnai Barat Estate on 13 & 25 October 2016 in meeting room of BAPPEDA KAB Oki discuss about cooperation program between company and local government in CSR framework of company related to workmanship of normalization of Bengkulah River. who attended the meeting were Kaban Bappeda TK I builder, Head of Regional Spatial Planning, Bappeda staff and board of CSR PKBL Forum, Head of Tanjung Lubuk Sub-district, Head of Ulak

Compliance status:

Yes No

NCR No: -

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Kapal, Head of Tanjung Baru Village, Sri Tanjung Village, PU-CK Kab OKI. PT. South Tania (Mr. Ikhsan and Sunardi).

Consultation with communities around Burnai Timur Estate on December 28, 2016 in multipurpose building of Desa Bumi Harapan / SP 1 with a consultation agenda related to the aspirations of the community around the company in submission of assistance for road repair, fish farming business, EFB utilization, fogging. Participants were 18 community representatives and village officials in Burnai Timur, Bumi Harapan, Mulya Agung, Sinar Harapan Mulya, and smallholder.

Internal employees dated January 08, 2016 at Division I, Burnai Timur Estate discussed about 5 activities of social activity: employment, health, safety, legality, sustainability, activity was attended by 16 representatives of workers
 SIA study also includes smallholder farmers as a group of impact recipients. Company build a partnership with seven (7) Village Cooperatives Unit, those are : Bumi Jaya in Bumi Harapan Village, Village Cooperatives Unit in Patwa Village, Village Cooperative Unit of Tunggal Mulya in the village of Sinar Harapan Mulya, Village Cooperatives Unit of SSB in the Burnai Timur village, Village Cooperatives Unit of Dwi Tunggal in Tania Makmur Village and Lempuing, Village Cooperatives Unit of Tani Mandiri in the Suka Maju Village, Village Cooperative Unit of Maju Jaya in Suka Jaya village.

Criterion 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.

Findings:

The Company has procedures of Communication, Consultation and Coordination with stakeholders (Number of Document PRO-BNM-012, Revision 03, and effective October 15, 2015, Revision Date October 1, 2014). This procedure was made as a guide to the technical implementation of the communication, consultation and coordination between the company and its stakeholders, in order to be sure every step in making decisions, actions, implementation of activities so company's operational activity will run smoothly. The person in charge is a public speaker and CD officer.

The interview with Burnai Timur villagers and officials, it was known that the company had conducted RSPO socialization which included socialization of communications procedures on December 18, 2016, consultation with stakeholders. The village officials understands the procedures of communication with the company.

Example of Communication records :

Letter No. 75.58 / LIBRA-KAB.OKI / XI / 2016 dated November 17, 2016, from LIBRA`s (Lembaga Independent Bela Rakyat) representative to the management of PT Tania Selatan regarding the request for heavy equipment for road repair, response from the management with letter No. 015/TS-ADM/KBB /IX/2016 provides backhoe loader assistance to the LIBRA`s for road repair at Teluk Gelam and Tanjung Lubuk districts dated November 19, 2016.

Proposal No. 001 / PPMSL / TB / IV / 2016 from the organizing committee of Musholla development Dusun V April 2016 addressed to the management of Burnai Barat estate, response from management by letter No. 08 / TS-ADM / KBB / V / 2016 dated May 28, 2016 by providing cement material assistance of 30 zak for the

Compliance status:

Yes No

NCR No: -

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construction of V Tanjung Baru village mosque.	
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Criterion 6.3: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.

<p>Findings:</p> <p>On August 5, 2015 Wilmar published a whistleblowing policy is to give assurance to the complainant who already have a good faith to report of alleged of abuse or irregularities practice, the complainant will be protected against retaliation or actions that could harm the complainant.</p> <p>There are complaints Procedures for Employees (No. SOP 42 / HRD / (0) /06.09) effective on June 2009. The procedure of complaint delivery of employees can go through on time completion of two days, through the bureau consultation and complaints, suggestions and complaints box. The department in charge for consultancy and complaints are Human Resources Department; the officer in charge for suggestion box is field officer, PGA and RO. For public complaints and other stakeholders contained in SOP for Implementation of Communication and Community Consultations (No. Document: SOP 35 / PR / (1) / 0614) Revision 1 was effective on June 12, 2014. In general, the procedure is: Perform an analysis of the proposal, comments, complaints or even the community demands that require discussion and immediate response. Results of interviews with construction workers, it was known that they understand the procedures to submit a complaint to the company, the complaint settlement usually less than one week. The Company has documented every worker's complaints and responses on the form of complaint receipt. The worker's complaints have to be resolved, maximum in one week.</p>	<p>Compliance status: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NCR No: -</p>
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Criterion 6.4: Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

<p>Findings:</p> <p>It was available Land Acquisition Procedures (Number of Document: SOP-BMN-018) Revision 3, on October 1, 2014, effective in March 1, 2007. This SOP was drafted as a basic standard and it was used to ensure that the decision, step or action in the process of land acquisition for palm oil estate industry is done properly and correctly in accordance with the applicable rules and regulations, and to meet the principles and criteria of the RSPO, HCVF and FPIC particularly for land-related to the interests of the public and communal land / customs.</p> <p>Based on the information, that was expressed by the company, the land acquisition for estate in Burnai Barat, ended in 2007 and Estate in Burnai Timur at 2004. This procedure has been disseminated to the community around the estate. The last planted year of Burnai Barat estate is in 2006/2007, and Burnai Timur Estate is in 2004. Company has Land Acquisition Procedures (described in indicator 6.4.1). Based on the information expressed by the company, it was explained that the price of land compensation depends on negotiations with land owner. Land acquisition was witnessed by the village chief and head of sub district. There is no customary land or customary rights in the area of the company. The last land acquisition in Burnai Barat Estate at 2006 and in the Burnai Timur at 2005. There was recapitulation of community land purchase by PT Tania Selatan, the information consist of Number, Persil, name, area (ha), price (IDR), the name of the village, the payment date. The complete document of land acquisition was stored in RO Office at Palembang.</p>	<p>Compliance status: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NCR No: -</p>
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Criterion 6.5: Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.

Findings:

Based on the Decision Letter of South Sumatra Governor No. 669/KPTS/DISNAKERTRANS/2016 regarding the minimum wage 2017 for South Sumatra Province has determined that the minimum wage is Rp. 2.388.000,- and based on sample verification of employee monthly payment slip and employee appointment letter has been confirmed that

- Mr. Jimmi Aspari, employee code: TC/BBE/0914/1254 (KHT) working as sprayer with grade 2A (bottom class) refer to employee decision letter No. 049/TS-HRR/SK/X/2015 dated 01 October 2015 has received take home pay with amount Rp. 2,612,282,- for payment month February 2017.
- Mr. Desturi Saputra, employee code: TC/BBE/0410/721 (KHT) working as tractor operator with grade 2A (bottom class) refer to employee decision letter No. 1082-03/TS-HRR/SK/XI/2011 dated 17 November 2011 has received take home pay with amount Rp. 3,012,215,- for payment month February 2017.

The employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday, maternity leave, reasons for dismissal, period of notice, etc. has been described on employee agreement (FRM-HRD-008) for example employee agreement for KHL No. 002/88/VIII/2011 signed by Mr. Ikhsan Ishak as Head of Officer Burnai Barat Estate and Mrs. Monika Agus as daily workers that regulated about

- Clause 1 working type, working hours, jobs and responsibility
- Clause 2 working relations and payment
- Clause 3 social welfare and OHS
- Clause 4 code of conduct
- Clause 5 work discipline
- Clause 6 end

The Company has already provided adequate infrastructure for employees. The facility are

Facilities	Burnai Timur Es-tate	Burnai Barat Es-tate	Total
Housing	337	99	436
Health Clinic	1	1	2
Mosque	5	1	6
Kinder Garden	1	1	2
Sport Facilities	7	2	9
School Bus	4	1	5
Training and skills education center	1	0	1
Library	1	1	2
Guest House	4	0	4

Based on a visit to the G10 employee housing in Burnai Barat Estate and housing Block 05, it was known that housing facilities were in good condition, the availability of adequate water and clean residential neighborhood. In Burnai Timur Estate, it was available the Employees Cooperative of Tania Bersama, established in 2002, this type of lending and borrowing and groceries, members of December 2015 as many as 412 people. In Burnai Barat Estate, there is Market, in Tanjung Baru village and the Bulak Kapal Village, about 7 km from employee housing, Burnai Barat Estate provides transportation for employees shopping trip, every payday in date of 7th in each month, traders come into the estate, it is available 5 shop owned by

Compliance status:

Yes No

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private, providing for groceries.

Cooperation agreement 2016/2018 has been created and registered on local government refer to Decision Letter of Head of Services Manpower and Transmigration OKI District No. 3/D.NAKER-TRANS/BW/2016 regarding the Collective Labour Agreement between PT Tania Selatan and PUK Sekar Wilmar Tania Selatan (Worker Organization) dated 10 May 2016 valid from 10 May 2016 until 10 May 2018.

This Cooperation agreement 2016/2018 has been discussed and signed by PT Tania Selatan HRGA Corporate Head and Representatives of Workers Organization from Burnai Timur Estate, Burnai Timur Mills, Bambu Kuning Estate, Burnai Barat Estate.

Criterion 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.

Findings:

There is no change on company's statement of recognition of freedom of association contained in the Collective Labor Agreement PT Tania Selatan 2015-2017 Article 7 of Employers Recognition Against Recognition to Workers Unions Rights, Article 8 of the Recognition of Workers Unions Against Employers Rights, Article 9 of the Facilities and Employers' assistance For Workers Union, Article 10 Employers Guarantee Against Workers Unions.

There was Workers Union of Wilmar, Burnai Barat Estate that has been already registered in the Labor and Transmigration Agency District. Ogan Komering Ilir No. 251 / II / TRANSMIGRATION AND LABOR AGENCY / 2012.

Workers Union of Wilmar, Burnai Timur Estate has been already registered in the Labor and Trans-migration Agency District. Ogan Komering Ilir No. 251 / 0219 / TRANSMIGRATION AND LABOR AGENCY / 2005.

Wilmar Workers Union, POM Tania Selatan has been already registered the Labor and Transmigra-tion Agency District. Ogan Komering Ilir No. 251/08 TRANSMIGRATION AND LABOR AGENCY / 2012.

According to the statement hat was expressed by workers union officials, explained that the company provides for freedom of association, no pressure and no discrimination.

According to the statement expressed by the chairman of the Indonesian Workers Union (SPSI,) explained that the company has given the rights of employees, wages are in accordance with the Province Minimum Wages, providing infrastructure, providing training to workers etc. All workers have been already registered as participant of Labor Health Assurance (BPJS health). No child labor observed during field visit, no discrimination against workers, as confirmed by the workers representative in Burnai Timur estate. In order to avoid child labor company asks KTP (Identity Card) and KK (Family Card).

There has been ever conducted a meeting between the company and the workers union in January 2017 to discuss the CLA document period 2015-2017

Compliance status:

Yes No

NCR No: -

Criterion 6.7: Children are not employed or exploited.

Findings:

The Company has a policy on child labor that was made in September 2010, which is the company does not tolerate the exploit of child labor throughout the operation

Compliance status:

Yes No

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and facilities.

Based on observations of employee data during audit time, there were no employees under the age of 18 years.

The policy had been disseminated to employees, contractors and the local community leaders surrounding villages dated January 5, 2016. According to the statement expressed by the chairman of the Indonesian Workers Union explained that the company did not employ workers less than 18 years old.

Criterion 6.8: Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.

Findings:

There is no change on company's policy of equal opportunities to obtain employment, created on September 2010, signed by the Head of Plantation Group and Head of CSR Group. The policy explains that Wilmar supports the principles of justice and aims to treat everyone with respect, free from unlawful discrimination and ethics. In particular, this policy aims not to discriminate against gender, race or ethnicity, disability, sexual orientation, age or belief; but to develop a global workforce that has the ability based on objective assessment.

Policies concerning equal treatment to gain employment are also stipulated in the CLA PT. Tania Selatan Chapter III, the Employment Relations, Article 12 of System of Recruitment Procedure which states that recruitment is done by the company in accordance with company standards and refer to the existing legislation.

The policy had been disseminated to employees, contractors and the local community leaders in surrounding villages on January 5, 2016.

Based on interviews with Workers Union it was known that the company is not discriminatory in treating workers since the acceptance till work in all types of jobs.

Based on the list of employees in March 2017 it was known that employees from diverse back-grounds and different social identities. The list of employees explained about Employee Name, Place & Date of Birth, Date In working, Origin of employees, Religion, Education, Local and Non Local, Race, and job title. Numbers of employees in Burnai Barat Estate are 277 employees, Burnai Timur Estate 210 employees, POM Tania Selatan 163 employees.

The Company has procedures of Performance Assessment (Document Number. PRO-HRD-003, dated October 1, 2014). The procedure is explained: the performance appraisal is conducted once a year in early November; it was carried out objectively based on evidence in the field or the work-place. The department in charge is Department / Region and HRD. The company can provide evidence of appointment of freelance employees (KHL) become permanent employees (KHT) with work absenteeism, and evaluation result of activities as requirements.

Compliance status:

Yes No

NCR No: -

Criterion 6.9: There is no harassment or abuse in the work place, reproductive rights are protected.

Findings:

The Company still hold current policy on sexual harassment, which is published on

Compliance status:

Yes No

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September 2010, ie Wilmar strive to create a conducive working environment, characterized by equality and mutual respect. The policy encourages the reporting of all incidents of sexual harassment experienced by each in-dividual, no exception in gender or age-as a result of working relation with the company. Wilmar will take measures to prevent such incidents and act fairly quickly to any reports of sexual harassment with a discreet and confidential manner. As mentioned on the previous audit report, the policy has been introduced to employees on January 5, 2015 at the employee's home yard and displayed on each emplasment area, as well as public area that visited often by the workers and its employee. Until the 1st surveillance audit there is no detected cases of sexual harassment incident, as explained by the woan workers and other workers family member. Since year 2005 PT Tania Selatan has established a Gender Committee Organization, which is located in Burnai Barat Estate, since the previous year the chairman of Gender Committee is: Lian, Secretary: M. Sidiq. Burnai Timur Estate, chairman: Magdalena, Secretary: Leni, members of 29 people.

The Policy on the protection of reproductive rights in the CLA document, period 2015-2017, Article 5 about maternity leave for an employee who is pregnant, and will give birth are entitled to maternity leave for one a half months before giving birth and 1.5 months after giving birth, and Article 36 of Menstruation Leave, those are for employees or women workers in the menstrual period, feel pain and tell employers, not obliged to work on the first day and the second at the time of menstruation, by notifying the relevant supervisor and or paramedics. Based on interviews with women workers (Teachers of Early Childhood Education) in Burnai Barat Estate, It was known that the workers un-derstand the reproductive leave entitlements, ie 2 days menstrual leave and maternity leave is three months.

No chanhes on company's Complaints Procedures (Number of Document: PRO-HRD-004 effective on May 18, 2015. The procedure has include mechanism for employees submit grievances or complaints orally or in writ-ing to the boss and then forwarded to the PGA / Officer of EMC (LKS) by filling the form of com-plaint (FRM-HRD-075). The procedure has been disseminated to all levels of employees since January 15, 2015 and in every morning briefing to all workers especially for woman workers. The documentation of complaint from employee was noted and stored in PGA Department. For example: January 20, 2017 on behalf of Amran delivered a complaint about broken toilet in his house , on January 28, 2017 the worker's complaints had been resolved by renovated the broken toilet.

NCR No: -

Criterion 6.10: Growers and millers deal fairly and transparently with smallholders and other local businesses.

Findings:

The mechanism of FFB pricing from smallholder refers to the mechanism of FFB pricing from OKI District Plantation Agency, the price for 1st period February 2017, (1 to 15) , is IDR. 2,152.14 / kg (planting year 10-20). FFB price were inform by OKI Plantation Agency directly to Coopertaives and PT. Tania Selatan. For suppliers FFB pricing refer to SOP Purchase of Oil Palm FFB No. 001 / TBS-SOP / VIII / 2015 valid August 10, 2015 from March 1 to 15 , 2017 IDR. 1,660 / kg. FFB Price board placed near weight bridge and security post.

Example of contract:

Agreement between PIR-TRANS and PT. South Tania No. 593 / BT-SP.3 / TS-IV /

Compliance status:

Yes No

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1996, valid until plantation and mill activities expire.
 Agreements that have been made between companies with plasma farmers and contractors have been understood a by both parties and signatures on the seal.

Contract No. 004 / TS-SPK / ACC / X / 2016 between PT TS with CV Ananda Jaya type of construction work of housing G 10 1 unit in Block 026 working period 05 October 2016 s / d 05 February 2017 payment in accordance with stamp duty and signature of both party.

As for transparency clause in FFB tonnage calculation and FFB payment. Agreement understood by both parties and signature on legal stamp
 Several evidences have been found indicating that all parties understand contracts they have entered into and that the contracts are fair, legal and transparent.

Payment receipt are available on estates / Mill offices, and payment are timely manner

Criterion 6.11: Growers and millers contribute to local sustainable development wherever appropriate.

Findings:

Results interview with the CDO explained that CSR program to be evaluated each year with the aim to see the level of success and benefits. CSR program for the next year is based on the evaluation of CSR and based on input from Musreimbang activities at the district level, The company has participated in the development of community around the estate through education, health, infrastructure, productive business, sports, art, culture and religious activities.

The company has several records related to the local development contribution, based on the results of the consultation:

- Heavy equipment (backhoeloder) assistance for road repair in Teluk Gelam Sub District. Feb 15, 2016
- Material assistance for renovation of Nurul Huda Mosque Sula Raja on 06 June 2016.
- Childs toys assistance for Rohadatul AISY Kindergarten at Bumi Harapan Village, January 19, 2017
- Heavy equipment (road grade) assistance for traditional market construction of Bumi Harapan village.

The company has cooperation with smallholder in receipt of FFB and guidance to plasma farmers, but plasma farmers have been independent and are considered capable in the management of the plantation. The company only puts a Plasma Assistant to supervise the activities of smallholders.

Compliance status:

Yes No

NCR No: -

Criterion 6.12: No forms of forced or trafficked labour are used.

Findings:

The Company has a policy commitment of not to use trafficked labor and does not employ labor who has been forced. HRD is responsible for selecting workers under age of 18 years, do not accept and does not employ trafficked labor. Results of interviews with HRD and workers unions, it was known that all the company's workers is legal, there is no illegal trafficked labor. The tracking result on the list of employees who worked in company on March 2017. It was noted no trafficked la-

Compliance status:

Yes No

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bor was found. The company employs a permanent worker and daily worker. Employment contracts agreement between employers and employees is in Indonesian language that is easily understood.

Criterion 6.13: Growers and millers respect human rights.

Findings:

Wilmar international limited “Wilmar” as Asia’s leading agribusiness group, endeavor to conduct its in a responsible and ethical manner. The group recognizes that its business activities will have impact on society and environment. In its supply chain, Wilmar strives to respect and protect human rights to personal security that is free from harassment or abuse of any kind, safe, clean and healthy workplace and living environment. The Company has drafted "Human Rights policy" endorsed by the Group Plantation Head and Group CSR Head. Wilmar Group respects freedom of association. The Company does not use forced labor, no underage workers. Rights of local communities are respected through the application of FPIC (Free Prior, Informed, Consent). The policy applies to the Wilmar Group, businesses, suppliers and contractors. The company is not discriminatory in treating workers since the acceptance till work in all types of jobs. Socialization conducted In Burnai Timur (Estate) May 22, 2017, (Mill) September 03, 2017, Burnai Barat October 18, 2017.

Compliance status:

Yes No

NCR No: -

Criterion 7.1: A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.

Findings:

The company possess a document of Environmental Impact Assessment (EIA) for the scope of Burnai Timur mill and burnai timur estates approved by South Sumatera BAPEDALDA on 2004, and covered 15,000 ha estate areas and 60 tonne/hour mill capacity. Additionally, the Burnai Barat estates also has others UKL/UPL document covered 2,500 ha areas and has been approved by Ogan Komering Ilir environmental agency on 2008.

Both of these documents explained the impact that might caused by the company's operations such as land acquisition, construction of roads, creation of infrastructure, processing mills build up, land preparation, crop management, oil palm planting, development of conservation areas, etc. Both documents also describes the management plan and monitoring plan that should be done by the company.

The Company has consistently done the environmental management and monitoring as outlined in the Report of the Environmental Management and Monitoring.

This report are established every six months and reported to the Environment agency of Ogan Komering ilir. The report described realization of monitoring and management of the environment in accordance with environmental parameters in the Environmental Management Plan - Environmental Monitoring Plan and prearranged by regulations.

Review for the monitoring/management plans has been developed on January 2017 and as the outcome, Burnai Timur mill and estates have to conduct

Compliance status:

Yes No

NCR No: -

addendum for current EIA document because replanting activities and methane capture development.

SIA documents preparation was conducted in participatory way through FGD method, consultation and communication with community leaders and village officials in 27 villages, for example, in Burnai Timur Village, on August 12, 2009. The villages located around the company are Burnai Barat Estate which is surrounded by six villages, Burnai Timur Estate which is surrounded by 10 villages, and Bambu Kuning Estate is surrounded by 11 villages. These are aspects of impact to be monitor and evaluate : land acquisition, access to resources, the risk of accidents and occupational health, public perception, job vacancy, marginalization of groups, social conflicts, revenue increasing, capacity building for human resources, strengthening community organizations, changes in habits and environment, health, religion and education. Social Management Plan has to review every year along with stakeholder meeting (December 28, 2016).

To increase the positive impact and reduce the negative impact, the company has Social Management Plan that create once in a year , plan were set by stakeholder communication (December 28, 2016) . Proof of involvement of external impact party meeting with community around Burnai Barat Estate on 13 & 25 October 2016 in meeting room of BAPPEDA KAB Oki discuss about cooperation program between company and local government in CSR framework of company related to workmanship of normalization of Bengkulah River. who attended the meeting were Kaban Bappededa TK I builder, Head of Regional Spatial Planning, Bappededa staff and board of CSR PKBL Forum, Head of Tanjung Lubuk Sub-district, Head of Ulak Kapal, Head of Tanjung Baru Village, Sri Tanjung Village, PU-CK Kab OKI. PT. South Tania (Mr. Ikhsan and Sunardi).

However the company does not have plan to expansion plantation area specially palm oil and company want to conduct replanting for few years, it explain in company long term budget.

Criterion 7.2: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.

Findings:

Burnai Barat and Burnai Timur estates already have appropriates semi detail soil survey on 2008 for palm oil planting in line with the operational scale and include information on soil types, topography, hydrology, rooting depth, and fertility to ensure long-term sustainability of the development .

PT Tania Selatan did not conduct any new development / planting on steep terrain, marginal, or fragile soils including peat. Observation during audit, and based on soil maps found there is no indications of fragile soils (peat soils, slope > 40%) on company planted areas. The Company has a semi-detailed soil map with a scale of 1: 50,000. Based on semi detail soil survey by PARAM agricultural soil surveys, soil type found on company areas are dominated by kandiudult, hapludult, endoaquept types.

The company (Burnai Barat and Burnai Timur Estate) has no specific management strategies for planting on sloping areas. Based on the maps of topography, Burnai Barat estates consists of flat area covering an area of 1,208.12 ha undulating flat,

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Yes No

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and 35.98 ha undulating and hilly area of 0.09 ha and Burnai Timur Estate is a flat area covering an area of 2,735.03 ha flat undulating and undulating area of 36.16 ha.

Criterion 7.3: New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.

Findings:

Burnai Barat estate development was started after year 2009. Most of land clearing proceeds in year 2008. There was no development between year 2005 to 2007 eventhough land compensation procesed before year 2005. According to satelite imaginary, landsat 5 issued on April 29, 2000, land covered for Bunai Barat area according to location permit area consit of swamp; old shrub; young shurb and bare land. Those map was overlaid with Burnai Barat planted area map, there is no oil palm planted on swamp area, the company decided those swamp area become watersource area furthermore according to HCV identification assessment all swamp area were identified as HCV 4.1 and 4.3.

According to spatial plan South Sumatera Province (approved by local parlement on February 15, 2005) Penggunaan lahan di sekitar perkebunan menurut Spatial plan Sumatera Selatan (RTRWP 2005 to2015), all land for Burnai Barat estate are categorized as other usage land (Area Penggunaan Lain) for plantation area cat-egor, and wet land.

There is no primary forest or HCV area. All clasification land allows PT Tania Se-latan to establish oil palm plantation. Local imaginary no 5 year 1992 showed that most of forested area surrounding Burnai Barat estate had been cleared replaced with community agroforestry, rubber plantation, intensif farming, and oil mill planta-tion.

Compliance status:

Yes No

NCR No: -

Criterion 7.4: Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.

Findings:

PT Tania Selatan did not conduct any new development / planting on steep terrain, marginal, or fragile soils including peat. Field observation during audit, and based document review on semi detail soil maps found there is no indications of fragile/marginal soils (peat soils, slope > 40%) on company planted areas.

Semi detail soil surveys and topography map indicates that PT Tania Selatan areas dominated by 0-12° slope with flat-undulating clasification, therefore the company has no spesific management strategies for planting on sloping areas.

Compliance status:

Yes No

NCR No: -

Criterion 7.5: No new plantings are established on local peoples' land without their free, prior and in-formed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institu-tions.

Findings:

It was available Land Acquisition Procedures (Number of Document: SOP-BMN-018) Revision 3, on October 1, 2014, effective in March 1, 2007. This SOP was drafted as a basic standard and it was used to ensure that the decision, step or ac-tion in the process of land acquisition for palm oil estate industry is done properly and correctly in accordance with the applicable rules and regulations, and to meet the principles and criteria of the RSPO, HCVF and FPIC particularly for land-

Compliance status:

Yes No

NCR No: -

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related to the interests of the public and communal land / customs.

Based on the information, that was expressed by the company, the land acquisition for estate in Burnai Barat, ended in 2007 and Estate in Burnai Timur at 2004. This procedure has been disseminated to the community around the estate. The last planted year of Burnai Barat estate is in 2006/2007, and Burnai Timur Estate is in 2004. Company has Land Acquisition Procedures (described in indicator 6.4.1). Based on the information expressed by the company, it was explained that the price of land compensation depends on negotiations with land owner.

Based on document and interview with surrounding community villagers (Ulak kapal, Burnai Timur), company does not have plan to expansion and currently there is no legal, customary or user rights in plantation area.

Criterion 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 agreement

Findings:

It was available Land Acquisition Procedures (Number of Document: SOP-BMN-018) Revision 3, on October 1, 2014, effective in March 1, 2007. This SOP was drafted as a basic standard and it was used to ensure that the decision, step or action in the process of land acquisition for palm oil estate industry is done properly and correctly in accordance with the applicable rules and regulations, and to meet the principles and criteria of the RSPO, HCVF and FPIC particularly for land-related to the interests of the public and communal land / customs.

Based on the information, that was expressed by the company, the land acquisition for estate in Burnai Barat, ended in 2007 and Estate in Burnai Timur at 2004. This procedure has been disseminated to the community around the estate. The last planted year of Burnai Barat estate is in 2006/2007, and Burnai Timur Estate is in 2004. Company has Land Acquisition Procedures (described in indicator 6.4.1). Based on the information expressed by the company, it was explained that the price of land compensation depends on negotiations with land owner. Land acquisition was witnessed by the village chief and head of sub district. There is no customary land or customary rights in the area of the company. The last land acquisition in Burnai Barat Estate at 2006 and in the Burnai Timur at 2004. There was recapitulation of community land purchase by PT Tania Selatan, the information consist of Number, Persil, name, area (ha), price (IDR), the name of the village, the payment date. The complete document of land acquisition was stored in RO Office at Palembang.

Based on document and interview with surrounding community villagers (Ulak kapal, Burnai Timur), company does not have plan to expansion and currently there is no legal, customary or user rights in plantation area.

Compliance status:

Yes No

NCR No: -

Criterion 7.7: Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.

Findings:

PT Tania Selatan do not conduct any use of fire in the preparation of new plantings / replanting. All palm oil planting activities are done by mechanically for example chop & stack.

Compliance status:

Yes No

NCR No: -

Field observation at replanting areal on Burnai Timur estate found there is no ex land burning and replanting activities was done mechanically (chopped and stack). Companies has zero burning commitment and policy based on RSPO implementation by Group plantation head 2010, stated that company used zero burning practices for land clearing, and procedure SOP-EST-002 stated that replanting activities was done mechanically without burning activities.

Document review of replanting work contract (surat perjanjian kerja) for examples no 100/TS-Adm/V/2015 for 471,54 ha replanting areas on burnai timur shown all activities relating to replanting are done mechanically by chipping without burning activities.

Criterion 7.8: New plantation developments are designed to minimise net greenhouse gas emissions.

Findings:

An assessment of all polluting activities has been conducted, including gaseous emissions, particulate/soot emissions and effluent, following SOP No. PRO-GEN-018 issued November 19, 2012, the assement was conducted once a year as a basic for GHG emission calculation. According to the assessment result, sources and activities generate of pollution are:

- Plantation activities i.e. land conversion; fertilizer (mineral) manufacture and transport; N2O from fertilizer (minerl & organic) application and fuel consumption
- Mill activities i.e. POME; fuel consumption; grid electricity utilization; PK from own mill

Compliance status:

Yes No

NCR No: -

Criterion 8.1: Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.

Findings:

Burnai Barat and Burnai Timur estates have shown effectiveness regarding IPM continuous improvement by using biological agents such as *Turnera subulata* and *tyto alba* to control pest and diseases. Besides that, based on pesticed usage data 2013-2016 it was informed that all pesticides uses in the later year has significantly reduced.

The mill is in progress to construct a methane capture facility since November 2014, as part of efforts by the company to reduce their greenhouse gas emissions. During this surveillance audit, the methane capture development still in progress and regarding to this PT Tania Selatan (Burnai Timur mil and estates) shown Surat Kelayakan Lingkungan (Environment Feasibility) based on decree of Ogan Komering Ilir regent No 134/KEP/DLH/2017.

The mill also has a documented environmental objectives, targets and programs for year 2016 which include a plan to improve efficiency of fossil fuels and planned schedule. The activities to be carried out include increasing usage of shell and fibre for the boiler and turbine generation, usage of the mill's smaller 150kVA genset during holidays if the mill is not processing, usage of government supplied electricity for domestic usage of the mill is not operational to reduce usage of diesel for the genset. Evidence was sighted in the form os monitoring of mill diesel usage and renewable energy generation data as explained under CR5.4.

Compliance status:

Yes No

NCR No: -

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RSPO Supply Chain:

• **RSPO SCCS**

The mill continues to apply Mass Balance as their selected supply chain option, and hence was assessed according to Module E – CPO Mills: Mass Balance of the RSPO Supply Chain Certification Standard 2014. At time of this audit, the mill sell their CPO under as International Sustainability and Carbon Certification certified CPO and their PK as RSPO certified.

E1. Definition																																																																																																																																																																																																																																																																																				
<p>Findings:</p> <p>As seen in Table 3 above, Burnai Timur mill FFB received FFB from certified and non certified FFB suppliers, certified FFB comes from company's owned estate i.e. Burnai Barat and Burnai Timur (included on Tania RSPO P & C certificate) and from certified independent outgrowers, Saptas Tunggal Mandiri. Information about all incoming FFB to Burnai Timur Palm Oil Mill for year 2016 and year 2017 (until February 2016) was explained on table 2 above. According to the nature of FFB supply to Burnai Timur Palm Oil Mill the company decide to implement RSPO SCCS with MB model.</p>	<p>Compliance status: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>NCR No: -</p>																																																																																																																																																																																																																																																																																			
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<p>Findings:</p> <p>Based on material balance report, the volumes of certified and uncertified material receipt since 19 March 2016 until 15 March 2017 as follows:</p> <p>RSPO certified material (in kilogram)</p> <table border="1"> <thead> <tr> <th>Supplier</th> <th>March</th> <th>April</th> <th>May</th> <th>June</th> <th>July</th> <th>August</th> <th>September</th> <th>October</th> <th>November</th> <th>December</th> <th>January</th> <th>February</th> <th>March</th> </tr> </thead> <tbody> <tr> <td>Burnai Timur</td> <td>671,350</td> <td>440,020</td> <td>423,290</td> <td>-</td> <td>13,970</td> <td>857,880</td> <td>1,563,630</td> <td>3,240,530</td> <td>3,812,830</td> <td>3,440,620</td> <td>2,235,420</td> <td>1,620,000</td> <td>-</td> </tr> <tr> <td>Burnai Barat</td> <td>265,830</td> <td>127,290</td> <td>116,950</td> <td>540</td> <td>23,940</td> <td>541,660</td> <td>1,417,090</td> <td>3,008,680</td> <td>3,244,550</td> <td>1,612,490</td> <td>486,250</td> <td>441,620</td> <td>-</td> </tr> <tr> <td>Bambu Kuning</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Suka Mulya</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>KUD Bumi Jaya</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>25,197</td> <td>549,285</td> <td>1,872,519</td> <td>3,602,156</td> <td>4,230,541</td> <td>3,284,503</td> <td>2,589,191</td> <td>1,526,2017</td> <td>-</td> </tr> <tr> <td>KUD Patwa Usaha Mandiri</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>73,352</td> <td>250,052</td> <td>625,462</td> <td>989,226</td> <td>875,079</td> <td>683,623</td> <td>483,393</td> <td>-</td> </tr> <tr> <td>KUD Sinar Sawit Bahagia</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>402,376</td> <td>1,382,096</td> <td>2,523,747</td> <td>2,603,298</td> <td>2,055,062</td> <td>1,328,661</td> <td>740,409</td> <td>-</td> </tr> <tr> <td>KUD Tunggal Mulya</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>180,787</td> <td>657,689</td> <td>1,440,900</td> <td>1,839,829</td> <td>1,686,912</td> <td>8,708,411</td> <td>5,663,608</td> <td>-</td> </tr> <tr> <td>Total</td> <td>937,180</td> <td>567,310</td> <td>540,240</td> <td>540</td> <td>63,107</td> <td>2,605,340</td> <td>7,143,076</td> <td>14,641,475</td> <td>16,720,274</td> <td>12,854,666</td> <td>16,091,556</td> <td>24,211,047</td> <td>-</td> </tr> </tbody> </table> <p>Non-certified material</p> <table border="1"> <thead> <tr> <th>Supplier</th> <th>March</th> <th>April</th> <th>May</th> <th>June</th> <th>July</th> <th>August</th> <th>September</th> <th>October</th> <th>November</th> <th>December</th> <th>January</th> <th>February</th> <th>March</th> </tr> </thead> <tbody> <tr> <td>Estate</td> <td>2,849,800</td> <td>2,042,652</td> <td>537,789</td> <td>668,643</td> <td>91,359</td> <td>2,192,176</td> <td>8,767,195</td> <td>18,412,602</td> <td>17,584,841</td> <td>11,205,635</td> <td>7,061,021</td> <td>2,761,055</td> <td>-</td> </tr> <tr> <td>Smallholder</td> <td>1,252,369</td> <td>991,599</td> <td>886,069</td> <td>-</td> <td>3,520</td> <td>86,750</td> <td>348,240</td> <td>628,200</td> <td>765,460</td> <td>698,370</td> <td>662,080</td> <td>437,430</td> <td>-</td> </tr> <tr> <td>Total</td> <td>4,102,169</td> <td>3,034,251</td> <td>1,423,858</td> <td>668,643</td> <td>94,879</td> <td>2,278,926</td> <td>9,115,435</td> <td>19,040,802</td> <td>18,350,301</td> <td>11,904,005</td> <td>7,723,101</td> <td>3,198,485</td> <td>-</td> </tr> </tbody> </table> <p>And volume of certified and uncertified product sold are</p> <table border="1"> <thead> <tr> <th rowspan="2">Month</th> <th colspan="2">CPO</th> <th colspan="2">PK</th> </tr> <tr> <th>Certified</th> <th>Non-certified</th> <th>Certified</th> <th>Non-certified</th> </tr> </thead> <tbody> <tr> <td>March</td> <td>-</td> <td>522,170</td> 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to sister company PT Sinar Alam Permai

The mill has been registered in the eTrace RSPO IT platform, and eTrace license approval requests for the company are applied directly by PT TUV Rheinland Indonesia and the certification body. All certified product transaction will be conducted through RSPO IT Platform.

As stated on the certificate the company has estimated tonnage of CPO and PK products as follow

- CPO tonnage total production : 46,090 tonnes
- PK tonnage total production : 11,988 tonnes

And based on material balance report from March 2016 until March 2017 the company has produce

- CPO : 30,227.488 tonnes
- PK : 8,527.013 tonnes

It means that the CPO and PK production tonnages still under estimated as stated on the certificate, however for the total volume of certified palm oil product (CPO and PK) that will be claimed for certification there are distinguish between tonnage stated on the certificate and riil production with information as follows

- CPO tonnage claimed for certification : 7,390.8 tonnes
- PK tonnage claimed for certification : 1,922.4 tonnes

As described on the material balance following certified palm oil product (CPO and PK) that claimed as certified product are

- CPO : 13,800 tonnes
- PK : 3,896.372 tonnes

The different product claimed as stated on the certificate and riil production result without any information or confirmation deliver to CB as required in verifier E.4.2 for projected overproduction of certified tonnage raise as non-conformity

E3. Documented procedures

Findings:

The mill continues to apply their existing standard operation procedures which cover all Supply Chain related activities from incoming FFB until product dispatch, while incoming order procedure is handled by trading department in Wilmar headquarters. The mill implements quality management system ISO 9001:2008, and as part of compliance to this standard, the mill established complete and up to date standard operation procedures. Burnai Timur POM has operated for Supply Chain Certification Model Mass Balance (MB).

The mill's latest SCC related Standard Operation Procedure (SOPs) are as follows, which also covers procedures for receiving and processing certified and non-certified FFBs:

- Procedure for document management (PRO-GEN-002 Rev.004). Document retention time was revised to minimum of 2 years
- Management review (PRO-GEN-006 Rev.05, dated 18 April 2015) which includes management review for RSPO SCCS requirements.
- Mass Balance (PRO-MIL-014, Rev.02 dated 1 October 2014). This procedure describes how to input data into the mill's mass balance sheet and also specifies that stock balance at the end of every 3 months must not be negative. The SOP specifies that all CPO/PK despatched shall be sent to the mill's refinery at PT Sinar Alam Permai.
- Incoming FFB procedure (PRO-MILL-001 Rev.06, revised on February 23, 2016). This document specifies that all weighbridge slips and delivery forms for incoming certified FFB shall be stamped as certified.

Compliance status:

Yes No

NCR No.
RSPO00984

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•Production process procedure CPO & PK (PRO-MIL-002, Rev.03, dated 1 October 2014)
 •Delivery Order (DO) procedure (PRO-MIL-004, Rev.04, dated 1 October 2014)
 •Dispatch CPO & PK procedure (PRO-MIL-005 Rev.05, dated on 1 October 2014).
 This document specifies that all weighbridge slips and delivery forms for incoming certified FFB shall be stamped as certified sustainable palm oil (CSPO)/ certified sustainable palm kernel (CSPK). Stamps used also include the RSPO certificate number of the mill; however the existing stamps applied still state the old RSPO certificate number and not the revised RSPO certificate number. Since the mill has no sale of RSPO certified material yet, this was noted as an observation as the stamps have not been used and the mill's certificate will be revised again by PT TUV Rheinland Indonesia based on the revised tonnages certified.

•Projected overproduction information procedure (PRO-MILL-012, Rev.01 dated 1 October 2014). This procedure specifies that the mill shall report any overproduction of CPO and PK to the RSPO supply chain certification body when it occurs.

- SOP for FFB purchased SOP-MIL-044;
- SOP Incoming FFB PRO-MIL-001 and
- FFB traceability for CPO PK product PRO-MILL-015 revised February 23, 2016
- SOP FFB purchasing 001/TBS/VIII/2009 revision 02.

The existing management representative assigned based on decree letter 2760/WIP-HRR/SK/II/2017, dated February 15, 2017, The MR has overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. However the MR has not participated in training on the latest RSPO Supply Chain Certification
 This is raised as non conformtiy.

E4. Purchasing and goods in

Findings:

Burnai Timur Palm Oil Mill has SOP for FFB Purchase i.e. SOP 001/TBS/VII/2009 and SOP-MIL-044 verifies and documents the volumes of certified and non-certified FFBs received in accordance with Incoming FFB procedure (FFB (PRO-MIL-001) Rev.06 dated 23 February 2016). This document specifies that all weighbridge slips and delivery forms for incoming certified FFB shall be stamped as certified. This was verified from sample weighbridge slips received from Burnai Barat and Burnai Timur estate that these are stamped as certified, while weighbridge slips from non-certified crop is not stamped.

The mill has mechanism for FFB supplier evaluation that regularly conducted every once a year. Result of evaluation was recorded on FRM-PRC-005, currently supplier evaluation were conducted only for non certified outgrowers, e.g. for CV Korpri and Sapta Tunggal Mandiri. However, evaluation of suppliers has not cover FFB legality issue to the sources of FFB and other conditions as mentioned on agreement between PT Tania Selatan and FFB supplier.

The company purchase FFB from outgrowers, the type of outgrowers devided into certified independent outgrowers i.e. Yayasan Sapta Tunggal Mandiri and other non certified outgrowers i.e. KOPERASI. The company has a procedure to inform the Certification Body (CB) immediately if there is a projected overproduction as per PRO-MILL-012, Rev.01 dated 1 October 2014. All incoming FFB accompanied by delivery notes, information stated on the notes including palm oil mill address; delivery notes number; FFB truck police number; estate name; farmer name and

Compliance status:

Yes No

NCR No.
RSPO00985

<p>quantity FFB supplied.</p> <p>In the procedure of receiving FFB (PRO-MIL-001) Rev.06 dated 23 February 2016 point 5.4 & 5.5 it is stipulated that for the acceptance of the certified FFB the weighing officer shall provide sustainable identification on receipt documents and certified stamps on the weighbridge ticket and verify to ensure the validity of certificate status FFB suppliers is still valid. During the audit it was observed weighbrige operator has not verified and provide certificate identification on the FFB weighbridge slip from Smallholders / plasma not stamped certified as required by procedures. In addition, on the certified FFB acceptance slip scheme there is also an in-formation of ISCC Certificate Number and GHG Emission, where this marking should be traded for CPO sales with ISCC claims not for FFB as determined in CPO Sales Administration procedure (SOP-MIL-010) page 2. This is raised as nonconformity.</p>	
<p>E5. Records Keeping</p>	
<p>Findings:</p> <p>The mill has maintains daily records and balances all receipts of RSPO certified FFB and deliveries of RSPO certified CPO & PK on a tri-monthly basis, as seen in the mill's CPO Products Daily and Monthly Movement Summary Report and PK Products Daily and Monthly Movement Summary Report.</p> <p>The material balance for CPO includes information about incoming FFB from the company's certified estates, independent smallholders and outgrowers, FFB Processed, CPO Production, % OER, calculation of non-sustainable and sustainable CPO production, total non-sustainable and sustainable CPO products despatched and remaining stock of non-sustainable and sustainable CPO products each month, which is balanced at the end of each quarter. All volumes of palm oil that are delivered are deducted from the material accounting system according to actual daily conversion ratios. The format for PK mass balance is similar, and includes instead data on PK Production, % KER, calculation of non-sustainable and sustainable PK production, and total non-sustainable and sustainable PK products despatched and remaining stock of non-sustainable and sustainable PK products each month. During 1st surveillance audit, the material balance was showed delivery of product sales from a positive stock, however this was already overproduction from defined capacity, while the company has not able to address the evidence of reporting of any overproduction claimed as a certified product to certification body, as already stated in the document PRO-MILL-012 Rev.01 dated 01 Ocotber 2014. This is raised as non conformity.</p>	<p>Compliance status: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>NCR No. RSPO00986</p>

3.2 Identified Non-conformances, Corrective Actions Taken and Auditors Conclusions

A total of 5 nonconformances were identified during the 1st surveillance assessment. These consisted of 5 major non-conformities and none minor non-conformities. For the major non-conformances, the company has taken the necessary corrective action to close these non-conformances within 60 days of completion of the assessment, and this was verified by the audit team through checks of documents submitted by the company. For the minor non-conformances, the company has taken corrective action against these as well, and for those which could not be verified as closed through document checks, the closure of these minor non-conformities will be assessed during the next surveillance audit. A summary of all identified non-conformances, corrective actions taken and auditor conclusions is as below:

3.2.1. Major non-conformities

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It is recommended by the lead auditor to award the system of the company with a certificate pursuant to the above-mentioned RSPO standards after eliminating the non-conformities rated as “major”.

Indicator	NCR No.	Evidence Observed	Deadline for implementation (Date)	Correction / Corrective Action taken/	Auditor Conclusion
2.1.1	RSPO00982	PT Tania Selatan have conducted annual medical examination including cholinesterase for all pesticides applicators on 2016, however identification for spesific medical examination needs (based on Per.02/Men/1980) are not available	16-04-2017	Conduct monitoring and evaluation towards annual medical examination and specific examination (cholinestrase) result, by the end of the year.	Closed
E2.2	RSPO00983	There is inconsistent implementation of company's procedure. In the report it is informed that Sales of certified products to PT Sinar Alam Permai amounted to 13,800 tons for CPO and 3,896.372 tons for PK, but sales recorded on the RSPO IT platform (e-trace) consist of 6 transactions (3 CPO transactions and 3 PK transactions) only 3,995.8 tons for CPO and 1,126.2 tons for PK. This is not in accordance with the standard RSPO SCC Module E rule and the specified Sales Administration procedure	16-04-2017	Correction: 1.Reporting the overproduction of certified products to CB then performing sales records on the etrace system 2.Documenting etrace trasaction properly. Corrective action: To report any production excess at the beginning of the year if the certified supplier will supply the fruit to the PT Tania Selatan and record on the RSPO e-trace system	Closed
E3.1.b	RSPO00984	The existing management representative assigned based on decree letter 2760/WIP-HRR/SK/II/2017, dated February 15, 2017. However the MR has-not participated in training on the latest RSPO Supply Chain Certification	16-04-2017	Correction: To provide RSPO SCCS training to all relevant PIC including the management representative. Corrective Action: Incorporate RSPO-SCCS training into the company's annual training	Closed
E4.1	RSPO00985	It was observed weighbrige operator has not verified and provide certificate identification on the FFB weighbridge slip from Smallholders / plasma not stamped certified as required by procedures. In addition, on the certified FFB receiving notes slip scheme there is also an in-formation of ISCC Cer-	16-04-2017	Correction: 1. Applying certified stamp on SPB, BA Sorting and WB Slip for FFB smallholder that included on sustainable supplier list according to PRO-MILL-001 2. Revise PRO-MILL-001 to include GHG emission value of	Closed

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		<p>tificate Number and GHG Emission, where this marking should be traded for CPO sales with ISCC claims not for FFB, as determined in CPO Sales Administration procedure (SOP-MIL-010) page 2.</p>		<p>the relevant estate on WB Slip due to the FFB is also claimed for ISCC certification</p> <p>Corrective action: To implemen revised incoming FFB peorcedure (PRO-MILL-001) consistently.</p>	
E4.2	RSPO00986	<p>The company has not able to address the evidence of reporting for any over-production certified product claimed to certification body, as required by document PRO-MILL-012 Rev.01 dated 01 Ocotber 2014</p>	16-04-2017	<p>Corrective : Report any production excess at the beginning of the year if the certified supplier will supply the FFB to the mill.</p> <p>Corrective action: Revised document PRO-MILL-012 Rev.01 to include reporting mechanism to the CB for overproduction condition and implement the procedure consistently, monitore the result periodically.</p>	Closed

3.2.2. Minor non-conformities

There is no Minor non-conformities found during this 1st surveillance audit.

3.3 Noteworthy Positive Components and Potential for Improvement

Positive Observation:

No.	Indicator	Positive Comments
1	-	Good cooperation and involvement of employee and management during assessment
2	6.3	Employee's complaint, especially related housing was responded by management in quick response.
3	6.5	The company has provided appropriate public facilities i.e.: employee housing, worship facilities, sport center, health facilities, and others.
4	6.8	Gender committee has been established and socialization of sexual violence, discrimination, and etc has been documented as policy or SOP.
5	6.9	Pregnancy test performed once per 2 months regularly for female workers who dealing with chemical.

Potential for Improvement:

No.	Indicator	Potential for improvement
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1	2.1.1	Burnai Barat Estate need to submit report of plantation business progress (perkembangan usaha perkebunan) or LPUP 3 (three) monthly basis regularly to fulfil Decree of Regent of OKI No. 76/KEP/D.PERKE/2012 regarding IUP.
2	2.1.4	Procedure No. PRO-BNM-009, Revision 02, revision dated October 01, 2014; has no explain sources of legals and regulations can get.
3	6.1.1	It is recommended that the company to update document of social impact assessment due to any replanting at Burnai Timur Estate.
4	6.2.2	It is recommended that the company to re-disseminate the appointed officer of communication to stakeholders.
5	6.3	It is recommended to check “suggestion box” regularly and recorded to ensure thfeed-back from employees is acted upon.
6	6.5	<ul style="list-style-type: none"> • Working Agreement between employee (Buruh Harian Lepas/BHL and the company should be performed consistently regarding the applicable regulations. • Its recommended that the company to contact authority party of social insurance (BPJS) regarding issuance of BPJS membership cards.
7	6.6	It is recommended to improve and optimize worker union’s working program both relationship with the company and also fellow workers relationship.

3.4 Issues Raised by Stakeholders and Findings Pertaining to Issues

No.	Issues Raised	Management Response
1	<ul style="list-style-type: none"> • Lempuing river water contaminated the waste of mill which applied to the land that comes from Block 29 	<p>Land application is not flow through the block 29. Land application only flow through the block 9A, 10B, 10C, 10D, 11A, 11B, 11C, 11D. And the distance between the block 29 to block land application so far. While the land drainage system application is very tightly controlled by estate personnel.</p> <p>In first semester, dated June 10, 2015, the Company completed a noise test in Dusun I, Desa Purwo Asri and test results show that the maximum levels below 50.8, while according PER.GUB.55 No. 17/2005, the maximum level is 55</p> <p>In second semester, dated December 09, 2015, the Company completed a noise test in Dusun I, Desa Purwo Asri and test results show that the maximum levels below 44.8, while according PER.GUB.55 No. 17/2005, the maximum level is 55</p>
2	The company has been doing CSR to the community is well	PT.Tania Selatan as one of the big company of plantation that cares and have a commitment to helping enhance the economy of local communities with good CSR programs that have been programmed and ongoing or proposed by the community according to the

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		<p>conditions and needs of the village, as much as possible to give the best to the local community around the company in accordance with company policy.</p> <p>Programs such as road maintenance, local community economic empowerment, assistance in education and places of worship continued.</p>
3	<ul style="list-style-type: none"> The company conduct good development to the village so that the village infrastructure can be developed such as roads, education The local community's economy is getting better At a time when society comes, the palm oil plant has been available Diharapkan penanganan terkait dengan proposal dana CSR untuk desa direspon dengan cepat It is hoped about handling of the village CSR funding proposals responded to quickly 	<p>The concern of company's to business partners related the facilities and infrastructure of village nor the location of smallholder to smooth of daily activities and the local community economy remains a program and the Company's commitments.</p> <p>Futher, the company will increase response and better handling of the villages surrounding the company in accordance with program / policy of the company</p>
4	<ul style="list-style-type: none"> The community were employed Assistance to the village is provided such as a free treatment, build a fence of junior high school and the art of village It is hoped the construction of the village gateway can be realized in 2016 	<p>The company will recruit local labor in around the village and if there are job vacancies, the company will deliver/inform to the village in accordance with the classification and the company needs</p> <p>The company program to the around village included Mulya Guna village will be continues and increasing</p> <p>The company is always ready to participate in enhancing the development of the village according to the ability and policies.</p>
5	<ul style="list-style-type: none"> Cooperation between the company and the police running well Police helped by the loaning equipment unit for the construction of police station 	<p>A harmonious relationship has been established with the police Teluk Gelam both personally and institutional</p> <p>PT. Tania Selatan still trying to participate actively in helping the police about in terms of prepare of infrastructure for the police station in order to create sense of comfortable and safe for the police station and the surrounding community.</p>
6	<ul style="list-style-type: none"> The company is very assist in labor absorption The company compliance to fulfill the legal 	<p>Commitment of the companies as one of the company that has large employee absorption in the plantation sector, especially local communities as well as educational and direct the workforce to working well.</p> <p>Company has a commitment for compliance and obedient to the the applicable Laws. It is applicable for all neither management nor procedure in the Op-</p>

		erating Company.
7	The village expects that employment from the surrounding villages more enhanced	PT.Tania Selatan accordance with its Policy will continue to provide information, transparency and prioritizing communities around the village to be recruited as an employee of the Company in accordance with the needs and standards / desired level of the Company.

3.5 Acknowledgements of Internal Responsibility and Formal Sign-Off by Client


It is acknowledged that the assessment visit was carried out as described in this report and we accept the assessment findings and report content.

Signed on Behalf of PT Tania Selatan



Uus Darmadi
Sustainability Coordinator
Date: July 12, 2017

Signed on behalf of PT TUV Rheinland Indonesia



.....
Wahyu
Lead Auditor
Date: July 12, 2017


APPENDICES

Appendix 1: Details of Certificate

Certificate

Standard : **Indonesian National Interpretation of RSPO Principles & Criteria for the Production of Sustainable Palm Oil Mill; July 2016 and RSPO Supply Chain Certification Systems: 2014**

Certificate Registr. No. : 824 502 14006

Certificate Holder : PT TUV Rheinland Indonesia certifies :
PT Tania Selatan – Burnai Timur Palm Oil Mill
Subsidiary of **Wilmar International Limited**, 
Jl. Lintas Timur Km. 100 Purwo Asri Village,
Lempuing Jaya Sub-District, Ogan Komering Ilir District,
South Sumatera Province, Indonesia


and its company owned estates according to the annex

RSPO number : -
Scope : **Palm Oil Production and Plantation Management System**
An audit was performed, Report No. ASA 6-14006. Proof has been furnished that the requirements according to Indonesian National Interpretation of RSPO Principles & Criteria for the Production of Sustainable Palm Oil; July 2016 are fulfilled.

Validity: The due date for all future surveillance audits is 15.03 (dd.mm).
The certificate is valid from 15-05-2016 until 14-05-2021.
The certificate shall remain valid in period stipulated above provided that the certificate holder mentioned here continues to comply with the RSPO P&C requirements. Status of compliance of the certificate holder shall be based on the annual inspections conducted by PT TUV Rheinland Indonesia.

RSPO registered parents company* : **Wilmar International Limited**
(RSPO Member No. : 2-0017-05-000-00)
* Name of the RSPO registered member company of which the certificate holder is a subsidiary (if applicable)

Date of first certificate : May 15, 2011

Indonesia, 18-07-2017 
PT TUV Rheinland Indonesia
Director

The certificate remains property of PT TUV Rheinland Indonesia and can be withdrawn in case of terminations as mentioned in the contract or in case of changes or deviations of the above-mentioned data. The licensee is obliged to inform PT TUV Rheinland Indonesia immediately of any changes in the above-mentioned data. Only an original and signed certificate is valid.

Annex to certificate

Standard : **Indonesian National Interpretation of RSPO Principles & Criteria for the Production of Sustainable Palm Oil Mill; July 2016 and RSPO Supply Chain Certification Systems: 2014**

Certificate Registr. No.: 824 502 14006

Location: **PT Tania Selatan – Burnai Timur Palm Oil Mill**
 Address : **Subsidiary of Wilmar International Limited,**
Jl. Lintas Timur Km. 100 Purwo Asri Village,
Lempuing Jaya Sub-District, Ogan Komering Ilir District,
South Sumatera Province, Indonesia


The palm oil mill and supply base covered in certification scope are :

Name of mill/ estate	Location	GPS locations	
		Latitude	Longitude
Burnai Timur Mill	Jl. Lintas Timur Km. 100 Purwo Asri Village, Lempuing Jaya Sub-District, Ogan Komering Ilir District, South Sumatera Province, Indonesia	03°37'36.0"S	104°52'05.29"E
Burnai Timur estate	Purwo Asri Village, Lempuing Jaya Sub-District, Ogan Komering Ilir District, South Sumatera Province, Indonesia	03°37'26.9"S	104°51'10.9"E
Burnai Barat estate	Tanjung Baru and Ulak Kapal Village, Tanjung Lubuk Sub-District, Ogan Komering Ilir District, South Sumatera Province, Indonesia	03°36'43.6"S	104°39'33.9"E

CPO Tonnage Total Production: 39,399 tonnes
 PK Tonnage Total Production: 10,543 tonnes
 Company Estates FFB Tonnages: 31,300 tonnes
 CPO Tonnage claimed for certification: 6,538 tonnes
 PK Tonnage claimed for certification: 1,749 tonnes

Scope of SCCS & supply chain model assessed : FFB receipt, produce and delivery of CPO & PK with implementation of the following SCCS :
 Identity Preserved
 Mass Balance

Indonesia, 18-07-2017


 PT TÜV Rheinland Indonesia
 Director

Issued by PT TÜV Rheinland Indonesia

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Appendix 2: 1st Surveillance Audit Plan

Audit plan ZN : 824 502 14006	TÜVRheinland® Precisely Right.
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Client:	PT Tania Selatan Burnai Timur Palm Oil Mill	If there are no client changes to the audit plan one week prior to the audit, then the audit plan is considered approved
Location(s) / Production facility (facilities):	Jl. Lintas Timur Km.100, Desa Purwo Asri, Kecamatan Lempuing, Kabupaten OKI, Sumatera Selatan	
Scope of application:	Palm Oil Mill and Plantation	
Applicable standard(s):	RSPO P&C – INA-NI 2016 & RSPO SCCS November 2014	
Type of audit:	1 st surveillance assessment	
Auditee representative:	Mr. Sinnaya	
Manual No. and publication date:		
Audit language(s):	Indonesia	Order number: 130321XXXX
Audit leader:	Wahyu (WHY)	Auditor(s): Panggading H. Nainggolan (PN), Riki Harpan (RIH), Steve Mualim (SM)
<input type="checkbox"/> external, company:		<input type="checkbox"/> external, company:
Environmental verifier:		Expert(s):
<input type="checkbox"/> external, company:		<input type="checkbox"/> external, company:

The applicant may appeal against the appointment of any particular auditors or experts. A request for changes may lead to a different schedule.

: Audit Appeal System

If there is any matter directly related to the on-site audit you are not satisfied with (interpretation of standard requirements, dispute with audit team or complaint), in Indonesian please contact our certifier team at hotline number 021-579-44-579.

Jakarta, March 07, 2017

LA :

Wahyu

Place, date

Name

Signature

A room should be available to the auditors for their internal assessment. Auditee representatives accompany the auditors during the entire audit.


The elements identified in this audit plan do not have to be verified in each department as they are a guide to the likely associated clauses to be found.

On completion, the Checklist of Standard Requirements must be completed to verify that overall every clause was addressed.

Verification of all uses of the logo / certificate:


- website
- business cards
- company / product brochures

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<input type="checkbox"/> display in company <input type="checkbox"/> use in accordance with contract					
Date / Time (t)	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - EM/QM Element - Standard Chapter	
Monday, March 13, 2017					
05.25-06.35	Traveling Jakarta to Palembang	Auditors		By GA100	
06.35 - finish	Verification of legal document (legal land, IUP, replanting activity, new planting document and land compensation relate of new planting, etc) in Liaison Office – Palembang	WHY & PN			
07.00-11.00	Perjalanan dari Palembang ke site	RIH & SM			
11.30-12.00	<ul style="list-style-type: none"> • Opening Meeting • Introduction by team leader. • Presentation of estates by respective managers. • Presentation of Oil Mills • Source of FFB by respective managers 	RIH & SM	Auditor and Manager		
12.00-13.30	Break and Lunch	Auditors			
.....-17.30 Office	Verification to document : <ul style="list-style-type: none"> • Time bond plan & partial certification • Compliance with laws and regulations • Legal land • Management plan & replanting plan (if any) • SOP • OSH • HCV (priority in Monday & Tuesday because auditee will be training in Head Office) • GHG • New Planting (If any) • Continuous Improvement Verification of previous NCR	WHY	Respective Manager	RSPO system certification 4.2.3 & 4.2.4 Principle 2 (indicator 2.1, 2.2 (exclude of 2.2.3 to 2.2.6) Principle 3 (Indicator 3.1) Principle 4 (indicator 4.1; 4.7.1 to 4.7.7) Principle 5 (indicator 5.2; 5.6) Principle 7 (indicator 7.3; 7.8) Principle 8	
.....-17.30 Office	Verification to document : <ul style="list-style-type: none"> • Transparancy & code of conduct • Compliance with laws and regulation • Land conflict & use of the land • Environment issue • SIA • Communication with external stakeholder • Complaint & grievance from external stakeholder • Compensation • Business transparency 	PN	Respective Manager	Principle 1 (indicator 1.1; 1.2; 1.3) Principle 2 (indicator 2.1.1; 2.2.3 to 2.2.6 and 2.3.1 to 2.3.4) Principle 5 (indicator 5.1) Principle 6 (indicator 6.1; 6.2; 6.3; 6.4; 6.10; 6.11; 6.13) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8	

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Date / Time (1)	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - EM/QM Element - Standard Chapter
	<ul style="list-style-type: none"> Local development Human right New Planting (If any) Continual Improvement Verification of previous NCR			
13.30-17.30 Office	Verification to document : <ul style="list-style-type: none"> Compliance with laws and regulation Communication with internal stakeholder Complaint & grievance from internal stakeholder Wage Worker union Children worker Discrimination Sexual harrasment Trafficking or force labor New Planting (if any) Continual Improvement Verification of previous NCR	RIH	Respective Manager	Principle 2 (indicator 2.1.1) Principle 6 (Indicator 6.2; 6.3; 6.5; 6.6; 6.7; 6.8; 6.9; 6.12) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8
13.30-17.30 Office	Verification to document : <ul style="list-style-type: none"> Compliance with laws and regulations Fertilizer Erosion & degradation land Maintain of riparian and source of water IPM Pesticide Training Waste Efficiency of energy Zero Burning New Planting (If any) Continuous Improvement Verification of previous NCR	SM	Respective Manager	Principle 2 (Indicator 2.1.1) Principle 4 (Indicator 4.2; 4.3; 4.4; 4.5; 4.6; 4.8) Principle 5 (indicator 5.3; 5.4; 5.5) Principle 7 (indicator 7.2; 7.4; 7.7) Principle 8
Tuesday, March 14, 2017				
08.00-12.00 Mill	Verification to document : <ul style="list-style-type: none"> Time bond plan & partial certification Compliance with laws and regulations Legal land Management plan & replanting plan (if any) SOP OSH HCV (priority in Monday & Tuesday because auditee will 	WHY	Respective Manager	RSPO system certification 4.2.3 & 4.2.4 Principle 2 (indicator 2.1, 2.2 (exclude of 2.2.3 to 2.2.6) Principle 3 (Indicator 3.1) Principle 4 (indicator 4.1; 4.7.1 to 4.7.7) Principle 5 (indicator 5.2; 5.6) Principle 7 (indicator 7.3; 7.8) Principle 8

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Date / Time (1)	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - EM/QM Element - Standard Chapter
	<ul style="list-style-type: none"> be training in Head Office) • GHG • New Planting (If any) • Continuous Improvement Verification of previous NCR			
08.00-12.00 Mil	Verification to document : <ul style="list-style-type: none"> • Transparancy & code of conduct • Compliance with laws and regulation • Land conflict & use of the land • Environment issue • SIA • Communication with external stakeholder • Complaint & grievance from external stakeholder • Compensation • Business transparency • Local development • Human right • New Planting (If any) • Continual Improvement Verification of previous NCR	PN	Respective Manager	Principle 1 (Indicator 1.1; 1.2; 1.3) Principle 2 (indicator 2.1.1; 2.2.3 to 2.2.6 and 2.3.1 to 2.3.4) Principle 5 (indicator 5.1) Principle 6 (indicator 6.1; 6.2; 6.3; 6.4; 6.10; 6.11; 6.13) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8
08.00-12.00 Mil	Verification to document : <ul style="list-style-type: none"> • Compliance with laws and regulation • Communication with internal stakeholder • Complaint & grievance from internal stakeholder • Wage • Worker union • Children worker • Discrimination • Sexual harrasment • Trafficking or force labor • New Planting (if any) • Continual Improvement • SCCS Verification of previous NCR	RIH	Respective Manager	Principle 2 (indicator 2.1.1) Principle 6 (Indicator 6.2; 6.3; 6.5; 6.6; 6.7; 6.8; 6.9; 6.12) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8 SCCS module E
08.00-12.00 Mil	Verification to document : <ul style="list-style-type: none"> • Compliance with laws and regulations • Fertilizer • Erosion & degradation land • Maintain of riparian and source of water • IPM 	SM	Respective Manager	Principle 2 (Indicator 2.1.1) Principle 4 (Indicator 4.2; 4.3; 4.4; 4.5; 4.6; 4.8) Principle 5 (indicator 5.3; 5.4; 5.5) Principle 7 (indicator 7.2; 7.4; 7.7) Principle 8

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Date / Time (t)	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - EM/QM Element - Standard Chapter
	<ul style="list-style-type: none"> • Pesticide • Training • Waste • Efficiency of energy • Zero Burning • New Planting (If any) • Continuous Improvement Verification of previous NCR			
12.00-13.30	Break and Lunch	Auditors		
13.30-17.00	Continuing morning agenda	Auditors		
Wednesday, March 15, 2017				
08.00-12.00 Burnai Barat Estate	Verification to document : <ul style="list-style-type: none"> • Time bond plan & partial certification • Compliance with laws and regulations • Legal land • Management plan & replanting plan (if any) • SOP • OSH • HCV • GHG • New Planting (If any) • Continuous Improvement 	WHY	Respective Manager	RSPO system certification 4.2.3 & 4.2.4 Principle 2 (indicator 2.1, 2.2 (exclude of 2.2.3 to 2.2.6)) Principle 3 (Indicator 3.1) Principle 4 (indicator 4.1; 4.7.1 to 4.7.7) Principle 5 (indicator 5.2; 5.6) Principle 7 (indicator 7.3; 7.8) Principle 8
08.00-12.00 Burnai Barat Estate	Verification to document : <ul style="list-style-type: none"> • Transparency & code of conduct • Compliance with laws and regulation • Land conflict & use of the land • Environment issue • SIA • Communication with external stakeholder • Complaint & grievance from external stakeholder • Compensation • Business transparency • Local development • Human right • New Planting (If any) • Continual Improvement 	PN	Respective Manager	Principle 1 (indicator 1.1; 1.2; 1.3) Principle 2 (indicator 2.1.1; 2.2.3 to 2.2.6 and 2.3.1 to 2.3.4) Principle 5 (indicator 5.1) Principle 6 (indicator 6.1; 6.2; 6.3; 6.4; 6.10; 6.11; 6.13) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8
08.00-12.00 Burnai Barat Estate	Verification to document : <ul style="list-style-type: none"> • Compliance with laws and regulation • Communication with internal stakeholder • Complaint & grievance from 	RIH	Respective Manager	Principle 2 (indicator 2.1.1) Principle 6 (Indicator 6.2; 6.3; 6.5; 6.6; 6.7; 6.8; 6.9; 6.12) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8

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	internal stakeholder <ul style="list-style-type: none"> • Wage • Worker union • Children worker • Discrimination • Sexual harrasment • Trafficking or force labor • New Planting (if any) • Continual Improvement 			
08.00-12.00 Burnai Barat Estate	Verification to document : <ul style="list-style-type: none"> • Compliance with laws and regulations • Fertilizer • Erosion & degradation land • Maintain of riparian and source of water • IPM • Pesticide • Training • Waste • Efficiency of energy • Zero Burning • New Planting (If any) • Continuous Improvement 	SM	Respective Manager	Principle 2 (Indicator 2.1.1) Principle 4 (Indicator 4.2; 4.3; 4.4; 4.5; 4.6; 4.8) Principle 5 (Indicator 5.3; 5.4; 5.5) Principle 7 (indicator 7.2; 7.4; 7.7) Principle 8
12.00-13.30	Break and Lunch	Auditors		
13.30-17.00	Continuing morning agenda	Auditors		
Thursday, March 16, 2017				
08.00-12.00 Burnai Timur Estate	Verification to document : <ul style="list-style-type: none"> • Time bond plan & partial certification • Compliance with laws and regulations • Legal land • Management plan & replanting plan (if any) • SOP • OSH • HCV • GHG • New Planting (If any) • Continuous Improvement 	WHY	Respective Manager	RSPO system certification 4.2.3 & 4.2.4 Principle 2 (indicator 2.1, 2.2 (exclude of 2.2.3 to 2.2.6)) Principle 3 (Indicator 3.1) Principle 4 (indicator 4.1; 4.7.1 to 4.7.7) Principle 5 (indicator 5.2; 5.6) Principle 7 (indicator 7.3; 7.8) Principle 8
08.00-12.00 Burnai Timur Estate	Verification to document : <ul style="list-style-type: none"> • Transparency & code of conduct • Compliance with laws and regulation • Land conflict & use of the land • Environment issue • SIA 	PN	Respective Manager	Principle 1 (indicator 1.1; 1.2; 1.3) Principle 2 (indicator 2.1.1; 2.2.3 to 2.2.6 and 2.3.1 to 2.3.4) Principle 5 (Indicator 5.1) Principle 6 (indicator 6.1; 6.2; 6.3; 6.4; 6.10; 6.11; 6.13) Principle 7 (indicator 7.1; 7.5; 7.6)

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Date / Time (1)	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - EM/QM Element - Standard Chapter
	<ul style="list-style-type: none"> • Communication with external stakeholder • Complaint & grievance from external stakeholder • Compensation • Business transparency • Local development • Human right • New Planting (If any) • Continual Improvement 			Principle 8
08.00-12.00 Burnai Timur Estate	Verification to document : <ul style="list-style-type: none"> • Compliance with laws and regulation • Communication with internal stakeholder • Complaint & grievance from internal stakeholder • Wage • Worker union • Children worker • Discrimination • Sexual harrasment • Trafficking or force labor • New Planting (if any) • Continual Improvement 	RIH	Respective Manager	Principle 2 (indicator 2.1.1) Principle 6 (Indicator 6.2; 6.3; 6.5; 6.6; 6.7; 6.8; 6.9; 6.12) Principle 7 (indicator 7.1; 7.5; 7.6) Principle 8
08.00-12.00 Burnai Timur Estate	Verification to document : <ul style="list-style-type: none"> • Compliance with laws and regulations • Fertilizer • Erosion & degradation land • Maintain of riparian and source of water • IPM • Pesticide • Training • Waste • Efficiency of energy • Zero Burning • New Planting (If any) • Continuous Improvement 	SM	Respective Manager	Principle 2 (Indicator 2.1.1) Principle 4 (Indicator 4.2; 4.3; 4.4; 4.5; 4.6; 4.8) Principle 5 (indicator 5.3; 5.4; 5.5) Principle 7 (indicator 7.2; 7.4; 7.7) Principle 8
12.00-13.30	Break and Lunch			
13.30-15.00	Continuing morning agenda	auditors		
15.00-16.00	Preparing closing meeting	auditors		
16.00-17.00	Closing meeting	auditors		
17.00-21.00	Travelling to Palembang	auditors		Stay in Palembang
Friday, March 17, 2017				
07.45-08.55	Flight to Jakarta	auditor		Garuda (GA 105)

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Date / Time (1)	Organizational Unit and Processes	Auditor / Abbrev.	Interviewee	Procedure - EM/QM Element - Standard Chapter

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Distribution for the audit plan:

Client
 Certification Body (Bodies)
 Auditor/Expert
 File/Database

Appendix 3: List of Abbreviations

AMDAL	Analisis Dampak Lingkungan & Sosial (Social & Environmental Impacts Assessment)
CPO	Crude Palm Oil
EIA	Environmental Impact Assessment
ERTs	Endangered, Rare & Threatened species
ESH	Environmental Safety & Health
FFB	Fresh Fruit Bunches
EFB	Empty Fruit Bunches
HCV	High Conservation Value
IPM	Integrated Pest Management
LTA	Lost Time Accident
MSDS	Material Safety Data Sheets
NGO	Non-Government Organization
OSH	Occupational Safety & Health
PKO	Palm Kernel Oil
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RKL	Rencana Pengelolaan Lingkungan (Environmental Management Plan)
RPL	Rencana Pemantauan Lingkungan (Environmental Monitoring Plan)
SIA	Social Impact Assessment
SOP	Standard Operating Procedure
UKL	Upaya Pengelolaan Lingkungan (Environmental Management Efforts)
UPL	Upaya Pengelolaan Lingkungan (Environmental Management Efforts)

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Appendix 4: List of Stakeholders Interviewed and Contacted

No.	Name of Stakeholder	Institution / Position	Remarks
Stakeholders Interviewed during Public Consultation Meeting			
There is no public consultation meeting during this surveillance audit			
Stakeholders Interviewed during on site			
1	Uus Sudarmadi	EHS Region	
2	Daud	HCV Officer	
3	Zulham Azli	Estate Manager	
4	Anto purnomo	Document controller Burnai timur	
5	Deva	Document controller Burnai barat	
6	Sitong sipayung	Field officer Burnai timur	
7	Dora elvia	Document controller Burnai Timur	
8	Riati sinaga	Pesticides applicators Burnai timur	
9	Maniatun	Pesticides applicators Burnai timur	
10	Munasih	Pesticides applicators Burnai timur	
11	Sariyah	Fertilizer applicator burnai timur	
12	Mariani	Fertilizer applicator burnai timur	
13	Yanti	Fertilizer applicator burnai timur	
14	Ahmad fauzi	Harvester Burnai timur	
15	Ali iwan	Harvester Burnai timur	
16	Anto purnomo	Document controller Burnai timur	
17	Deva	Document controller Burnai barat	
18	Sitong sipayung	Field officer Burnai timur	
19	Dora elvia	Document controller Burnai Timur	
20	Ahmad	Harvester Burnai barat	
21	Akip	Harvester Burnai barat	
22	Monica Agus	Pesticides applicators Burnai Barat	
23	Nurhayati	Pesticides applicators Burnai Barat	
24	Aisyah	Pesticides applicators Burnai Barat	
25	Masmun	Pesticides applicators Burnai Barat	
26	Hasanudin	EFB applicators Burnai barat	
27	Hasan Roma	EFB applicators Burnai barat	
28	Riati sinaga	Pesticides applicators Burnai timur	
29	Maniatun	Pesticides applicators Burnai timur	
30	Munasih	Pesticides applicators Burnai timur	
31	Sariyah	Fertilizer applicator burnai timur	
32	Mariani	Fertilizer applicator burnai timur	
33	Yanti	Fertilizer applicator burnai timur	
34	Ahmad fauzi	Harvester Burnai timur	
35	Ali iwan	Harvester Burnai timur	

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Appendix 5 : Updated Time Bond Plan

Kalimantan Region (last update April 2017)

No.	Company	Mill	Estate	Location	Certification year	Status
1	PT Mustika Sembuluh I	PT Mustika Sembuluh I mill	Mustika Sembuluh 1, Mustika Sembuluh 2, Kerry Sawit Indonesia 2, Sarana Titian Permata 1, Sarana Titian Permata 2, Sarana Titian Permata 3, KUD Bitu Maju Bersama	Central Kalimantan	2009 (KUD bersertifikat di tahun 2014)	Certified
2	PT Kerry Sawit Indonesia I	PT Kerry Sawit Indonesia I mill	Kerry Sawit Indonesia 2, Kerry Sawit Indonesia 3	Central Kalimantan	2010	Certified
3	PT Bumi Sawit Kencana	PT Bumi Sawit Kencana mill	Bumi Sawit Kencana 1, Bumi Sawit Kencana 2, Karunia Kencana Permaisejati 1	Central Kalimantan	2012	Certified
4	PT Sarana Titian Permata 1	PT Sarana Titian Permata 1 mill	Sarana Titian Permata 1, Sarana Titian Permata 2, Sarana Titian Permata 3	Central Kalimantan	2012	Certified
5	PT Sarana Titian Permata 2	PT Sarana Titian Permata 2 mill	Sarana Titian Permata 1, Sarana Titian Permata 2	Central Kalimantan	2018	
6	PT Agro Nusa Investama 1 (Sambas)	PT Agro Nusa Investama 1	ANI Sambas	West Kalimantan	2012	Certified
7	PT Mustika Sembuluh 2	PT Mustika Sembuluh 2 mill	Mustika Sembuluh 3, Bumi Sawit Kencana 1	Central Kalimantan	2015	Certified
8	PT Mentaya Sawit Mas	PT Mentaya Sawit Mas mill	Mentaya Sawit Mas 1, Mentaya Sawit Mas 2, Bumi Sawit Kencana 2	Central Kalimantan	2014	Certified
9	PT Kerry Sawit Indonesia 2	PT Kerry Sawit Indonesia 2 mill	Kerry Sawit Indonesia 1, Kerry Sawit Indonesia 2, Mustika Sembuluh 2,	Central Kalimantan	2015	Certified
10	PT Rimba Harapan Sakti	PT Rimba Harapan Sakti mill	PT. Rimba Harapan Sakti 1, PT. Rimba Harapan Sakti 2, , Sarana Titian Permata 1, Sarana Titian Permata 2, Sarana Titian Permata 3	Central Kalimantan	2015	Certified
11	PT Karunia Kencana Permaisejati	PT Karunia Kencana Permaisejati mill	PT. Karunia Kencana Permaisejati 1, PT. Karunia Kencana Permaisejati 2, PT. Karunia Kencana Permaisejati 3	Central Kalimantan	2015	Final Audit
12	PT Bumipratama Khatulistiwa	PT Bumipratama Khatulistiwa mill	Bumi Pratama Khatulistiwa, Buluh Cawang Plantation	West Kalimantan	2016	Final Audit
13	PT Agro Nusa Investama (Landak)	PT Agro Nusa Investama (Landak)	Agronusa Invenstama, Putra Indotropical	West Kalimantan	2018	
14	PT Agro Palindo Sakti 2	PT Agro Palindo Sakti 2 mill	Agro Palindo Sakti, Pratama Procentindo, Daya Landak Plantation, Indoresin Putra Mandiri	West Kalimantan	2018	
15	KUD Cempaka Biru, KUD Sentama Lestari (Plasma binaan ANI 1 Sambas)	PT Agro Nusa Investama 1 (Sambas)		West Kalimantan	2017	Final Audit
16	KUD Karya Bersama, KUD Sejahtera Bersama, KUD Tabiku Makmur, KUD Kosudra	PT Kerry Sawit Indonesia 1 dan 2		Central Kalimantan	2018	

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Time Bound Plan - Sumatera Region (last updated April 2017)

No.	Palm Oil Mill/Estate	Mill	Estate	Location	Certification year	Status
1	PT Perkebunan Milano	PT Perkebunan Mila	Sei Daun, Batang Saponggol, Merbau	North Sumatera	2009	Certified
2	PT Tania Selatan	PT Tania Selatan	Burnai Timur, Burnai Barat	South	2010	Certified
3	PT Kencana Sawit Indonesia	PT Kencana Sawit Indonesia Mill	Kencana Sawit Indonesia, Koperasi Swamata	West Sumatera.	2010 (KUD bersertifikat di tahun 2013)	Certified
4	PT AMP Plantation	PT AMP Plantation Mill	AMP I, AMP II, AMP III, AMP IV, Primatama Mulia Jaya, Karya Agung Megah Utama, Perkebunan Anak Negeri Pasaman, Koperasi Tompek Tapian Kandis, Koperasi AWM, Koperasi BST, Koperasi MSJ	West Sumatera	2011 (KUD bersertifikat di tahun 2014)	Certified
5	PT Buluh Cawang Plantations	PT Buluh Cawang Plantations Mill	Bumi Arjo, Dabuk Rejo, Sukamulya, Bambu Kuning	South Sumatera	2012	Certified
6	PT Gersindo Minang Plantations	PT Gersindo Minang Plantations Mill	Gersindo Minang Plantation, Permata Hijau Plantation-1, Permata Hijau Plantation-2	West Sumatera	2012	Certified
7	PT Daya Labuhan Indah	PT Daya Labuhan	Wonosari, Sei Deras, Cabang Dua	North	2013	Certified
8	PT Agro Palindo Sakti	PT Agro Palindo	Agro Palindo Sakti	South	2014	Certified
9	PT Murini Sam Sam	PT Murini Sam	Murini Sam Sam	Riau	2015	Certified
10	PT Musi Banyuasin Indah	PT Musi Banyuasin Indah Mill	Sei Selabu, Sei Jarum, KUD Karya Gatra, KUD Karya Makmur Sriwijaya, KUD Panca Karya Jaya, KUD Sumber Makmur, KUD Tri Tunggal Karya	South Sumatera	2018	Final Audit
11	PT Sinarsiak Dianpermai	PT Sinarsiak	Sinarsiak DianPermai	Riau	2018	Pre assessment
12	Agro Indah Persada 2 (mill tanpa kebun)	Agro Indah Persada 2 Mill		Jambi		NPP audit
13	KUD Dastra II (Plasma binaan AMP)	PT AMP Plantation Mill		West Sumatera	2019	
14	Yayasan Tanjung Manggopoh (YTM), Tani Lembah Subur (Plasma binaan AMP)	PT AMP Plantation Mill		West Sumatera		Sudah menjadi kebun mandiri
15	KUD Dastra 1 (Plasma binaan PMJ)	PT AMP Plantation Mill		West Sumatera	2019	
16	KSU Bina Tani Sejahtera, KUD Lingkung Aur II (Plasma binaan GMP)	PT Gersindo Minang Plantation Mill		West Sumatera		Sudah menjadi kebun mandiri
17	KUD Sasak, KUD Kapar, Mutiara Bosa Sikilang, Permata Sawit Maligi (Plasma binaan PHP)	PT Gersindo Minang Plantation Mill		West Sumatera	2019	
18	KUD Bumi Jaya, KUD PUMA, KUD Tunggal Mulya, KUD Sinar Sawit Bahagia, KUD Dwi Tunggal, KUD Tani Mandiri, KUD Maju Jaya (Plasma binaan PHP)	PT Tania Selatan Mill		South Sumatera	2016	Disertifikasi sebagai plasma mandiri
19	PHP (blok 22)	PT Gersindo Minang Plantation		West Sumatera	2017	

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Time Bound Plan - Malaysia (last update 18-08-2016)

No	Name of Holding	Location	Time bound plan for certification	Remarks
1	Sapi (1 + 2)	Sandakan, Sabah	2008	Certified
2	Sabahmas	Lahad Datu, Sabah	2008	Certified
3	Reka Halus	Sandakan, Sabah	2008	Certified
4	Saremas (1 + 2)	Miri Serawak	2008	Certified
5	Kaminsky	Miri Serawak	2008	Certified
6	Suai	Miri Serawak	2008	Certified
7	Segarmas	Miri Serawak	2008	Certified
8	Terusan (1 + 2)	Sandakan, Sabah	2009	Certified
9	Kiabau	Sandakan, Sabah	2009	Certified
10	Ribubonus	Sandakan, Sabah	2009	Certified
11	Hibumas	Sandakan, Sabah	2010	Certified
12	Sri Kamusan	Sandakan, Sabah	2010	Certified
13	Sekar Imej	Sandakan, Sabah	2010	Certified
14	Aktif Kukuh & Koperasi	Sandakan, Sabah	2010	Certified

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Time Bound Plan - Africa Region (last update July 2017)

No.	Company	Estate	Mill	Location	Certification year	Status
1	Benso Oil Palm Plantation (BOPP)	BOPP Adum Bansa Estate and associated Scheme Smallholders	BOPP Mill 1	Western Region, Ghana	2014	Certified
2	Biase Plantations Limited	Calaro Estate	Under Construction	Cross River State, Nigeria	2019	to be certified (mill construction in progress)
3	Biase Plantations Limited	Calaro Extension Estate	None planned	Cross River State, Nigeria	2020	to be certified (NPP completed recently in 2016. Land preparation no starting)
4	Biase Plantations Limited	Ibiae Estate	Construction not started	Cross River State, Nigeria	2020	to be certified (NPP completed. Mill construction yet to start)
5	Eyop Industries	Ibad Estate	Construction not started	Cross River State, Nigeria	2021	to be certified (mill construction yet to start)
6	Eyop Industries	Kwa Falls	None planned	Cross River State, Nigeria	2021	to be certified (replanting of existing plantations in
7	Eyop Industries	Oban	None planned	Cross River State, Nigeria	2021	to be certified (NPP not started)