

Sustainable Palm Oil Certification
 Stage I Stage II Surveillance Assessment Report

Plantation Manager/Owner : Minamas Plantation - SIME DARBY Group
 Mill and Estate Name : Teluk Bakau POM, Teluk Bakau Estate,
 Nusa Lestari Estate, Nusa Perkasa Estate,
 Rotan Semelur Estate, and Mandah Estate
 (PT. BHUMIREKSA NUSASEJATI)
 Country : Indonesia
 Location : District of Indragiri Hilir, Riau Province

Certificate Code : **MUTU-RSPO/008**
 Date of certificate issued : -
 Date of expiry of certificate : -

	Assessment date	Report Finalization date	PT Mutuagung Lestari Auditors	Checked by	Approved by
ST1	17-22/04/2010	20/07/2010	Taufik Margani; Deni A. Novendi; Aryo Gustomo	Reny Rustianingsih	Tony Arifiarachman
ST2	07-11/02/2011	20/03/2011	Aryo Gustomo; Nanang Mualib; Faruk Ahmad Nasir; Marsudi Eko Santoso; Desi Ariyadi Suyamto	Reny Rustianingsih	Tony Arifiarachman
S1					
S2					
S3					
S4					

Submitted to RSPO	Reviewed by RSPO	CB Respons on	Approved by RSPO
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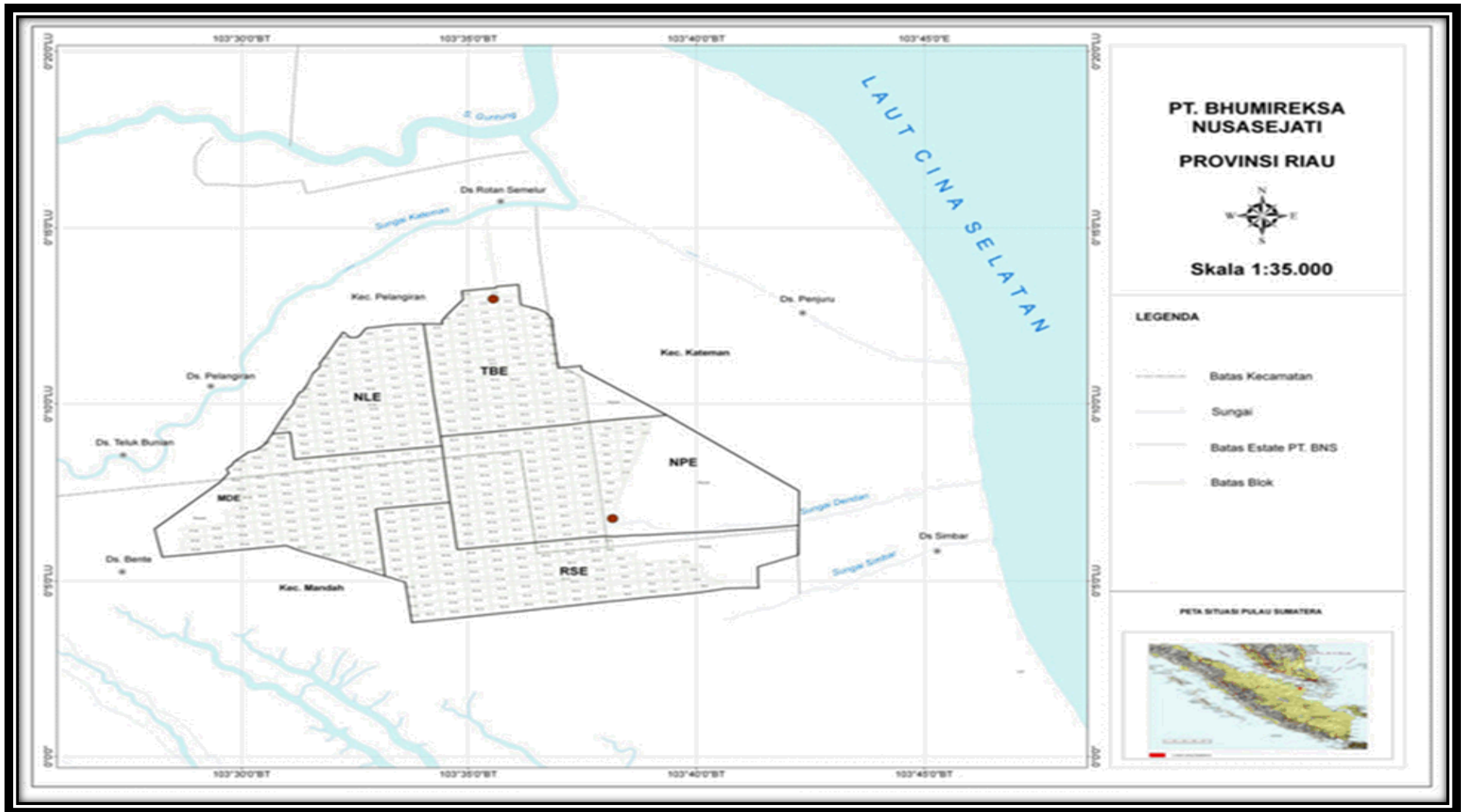
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MUTU Certification • Approved by RSPO Secretary on June 2008

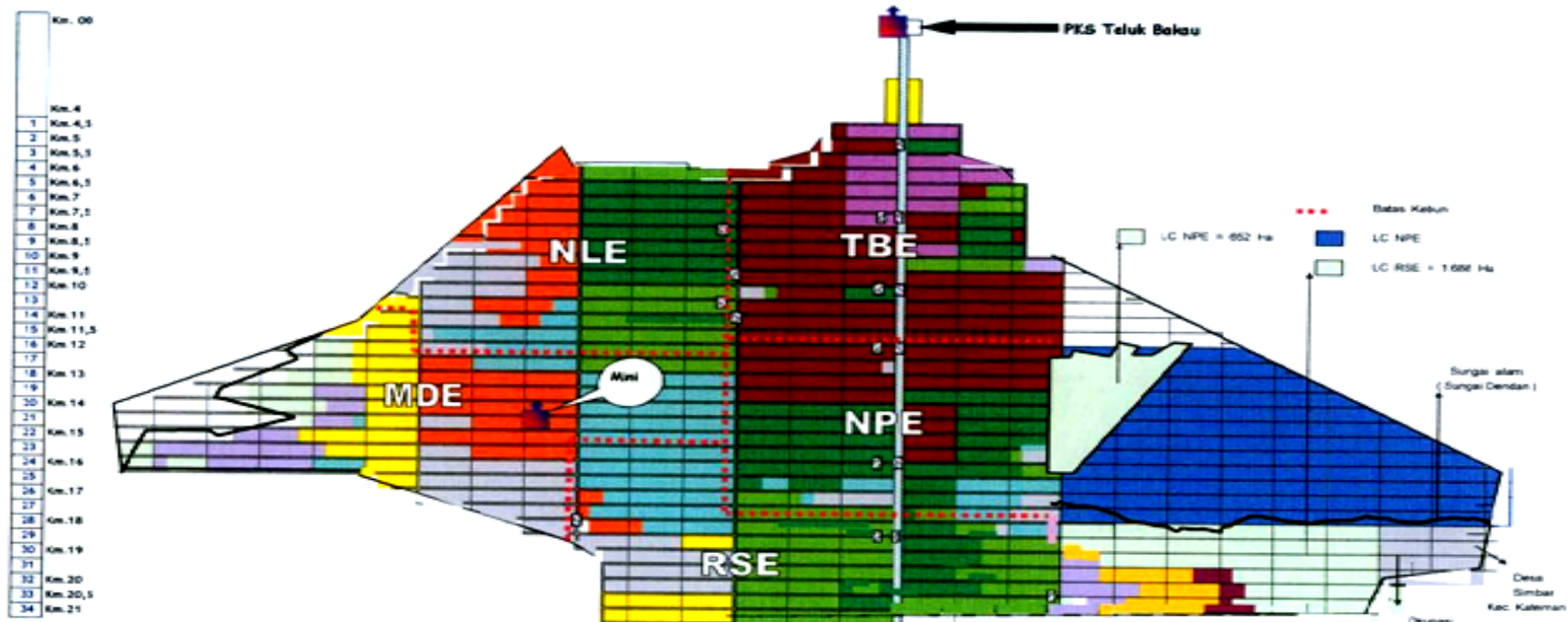
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Figure 1. Location Map of PT.Bhumireksa Nusasejati



Peta Areal Statement PT. BNS



Kebun	Ulasan										TBM 07-09	LC	Bibitan	Empl.	Jalan/ Jembatan	Pabrik	Okupasi	Total
	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002								
TBE	59	2,242	389	258	-	-	-	-	64	-	-	-	-	42	274	13	197	4,029
NPE	-	988	1,530	420	411	-	-	-	-	429	500	15	17	17	293	-	1,295	5,836
RSE	-	-	134	1,782	855	-	482	295	-	568	136	500	21	17	237	-	2,404	7,313
NLE	-	-	979	408	280	708	375	-	-	-	-	-	-	36	252	-	-	3,457
MDE	-	-	-	141	792	764	741	764	382	627	-	-	-	64	150	5	710	5,040
Total	591	3,228	3,611	3,429	2,338	1,872	1,598	949	436	1,895	136	1000	36	175	1,176	18	4,576	25,675

1.0	SCOPE OF CERTIFICATION ASSESSMENT	
1.1	National Interpretation used	National Interpretation, RSPO Principles and Criteria for Sustainable Palm Oil Production, Republic of Indonesia - RSPO INA-NIWG, May 2008.
1.2	Organization Information	
1.2.1	Company name	SIME DARBY Plantation Sdn Bhd
1.2.2	Contact person	Mohamad Pirabaharan
1.2.3	Business address	The Plaza Office Tower Lt. 36 Floor JI MH Thamrin Kav. 28-30 Jakarta 10350
1.2.4	Telephone	+62-21-2992650
1.2.5	Fax	+62-21-5711652
1.2.6	E-mail	mohamad.pirabaharan@simedarby.com
1.2.7	Webpage address	www.simedarby.com
1.2.8	Type of enterprise	Private
1.2.9	Authorized representative completing certification application	Mohamad Pirabaharan (Head of PSQM)
1.2.10	RSPO member registration	8 September 2004
1.2.11	Number of Employees	2,936 People
1.2.12	Contractor/Community/other workers	- People
1.3	Type of Assessment	
1.3.1	Type of assessment	Mill and oil palm estate
1.3.2	Type of certificate	Single
1.3.3	Name(s) of the estate(s) covered by the certificate	PT Bhumireksa Nusasejati
1.3.4	Number of management units	1 (one) unit of mill (Teluk Bakau POM) which had FFB (Fresh Fruit Bunches) sources from 5 (five) estate units, namely: Teluk Bakau Estate, Nusa Lestari Estate, Nusa Perkasa Estate, Rotan Semelur Estate, and Mandah Estate. <i>While main assessment was being done, a new mill was being built in Mandah estate and it was planned to be operated in 2012.</i>
1.4	Location of the plantations, mill and hectare statement	
1.4.1	Location of the estate	
	Latitude	0° 03' 50" - 0° 15'36" N
	Longitude	103° 28' 28" - 103° 40' 56" E
1.4.2	Location of the Mill	
1.4.2.1	Teluk Bakau Mill	
	Latitude	0° 15' 23.4" N
	Longitude	103° 35' 19.8" E
1.4.3	Maps	<i>Picture 1</i>
1.4.4	Country	Indonesia
1.4.5	Region	Southeast Asia
1.4.6	Village/Sub District/District/Province	Rotan Semelur/Kateman/Indragiri Hilir/Riau

1.4.7	Tenure		
	Private		- ha
	State		25,662 ha *
		<i>*Based on Land Use Rights(HGU) No. 70/HGU/BPN/95 dated 17 November 1995.</i>	
	Community		- Ha
1.5	Description of Supply Base		
1.5.1	Total area		25,662 Ha
1.5.2	Mature Area		18,157 Ha
1.5.3	Immature Area		537 Ha
1.5.4	Other area used		1,405 Ha
1.5.5	Land Clearing		1,000 Ha
1.5.6	Occupation area		4,576 Ha
1.5.7	HCV Area		Ha
1.5.7	Product Categories	Fresh Fruit Bunches (FFB)	
1.5.7	Annual Yield – Average (year 2005-2009)		11 tonnes/ha/year
1.5.8	Actual Yield (year 2010)		14 tonnes/ha/year
1.6	Cycles and Planting year		
1.6.1	Age profile of planted oil palms		
		Planting Year	Hectares
		Age (year)	
		1993	591
		1994	3,228
		1995	3,011
		1996	3,429
		1997	2,338
		1998	1,472
		1999	1,598
		2000	969
		2004	426
		2005	1,095
		2007	108
		2009	429
		Total	18,694
		Average of harvesting age	14
1.6.2	Replanting Area after 2005		- Ha
1.6.3	New Planting Area after 2005 –extensification		537 Ha
1.6.4	Cycle		7-10 Ha
1.7	Approximate tonnage certified		
	CPO Yield		22.2 %
	PK Yield		4 %
	Fresh Fruit Bunches		254,198 tonnes/year
	Crude Palm Oil		56,431 tonnes/year
	Palm Kernel		10,167 tonnes/year

1.8	Other certifications	
1.8.1	ISO 9001:2008/ISO 14001: 2004	None
1.8.2	OHSAS 18001:2007	None
1.8.3	HACCP	None
1.8.4	Others	None

Source : TOEM Department Jakarta

1.9	Time Bound Plan for Other Management Units
1.9.1	Time bound plan for other management units of SIME DARBY Plantation Sdn Bhd.
	SIME DARBY Plantation Sdn Bhd has committed to make time bound plan for all the other management units in implementing the P&C standard or to gain the RSPO certificate. The auditor team had put this plan into consideration in accordance to the RSPO Certification System – June 2007 for Partial Certification. The development and follow up of the plan will be verified and reported in the routine annual visits.

Certification Status	Number of Strategic Operating Units (SOUs)		Remark/Details
	Malaysia	Indonesia	
Certified	28	8	
EB Riview	11	2	The RSPO Certification will be received within one month`s time
2009 / 2010 Audited	7	0	All Malaysian SOUs have under gone the RSPO external Audit.
2009 / 2010 Planned	31	13	
2010 / 2011	1	11	

1.9.2	Time Bound Plan SIME DARBY in Indonesia, status as per July 2011
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Name Unit Management	Address	Area (Ha)	Status	Time Bound Plan
PT. Indoturba Tengah	District of Seruyan and West Kotawaringin, Province of Kalimantan Tengah	7.734,6	Certified 2010	2009
PT. Tunggal Mitra Plantations	District of Rokan Hilir , Province of Riau	13.836,	Certified 2010	2009
PT. Sime Indo Agro	District of Sanggau, Province of Riau West Kalimantan	11.652,0	Certified 2010	2009
PT. Aneka Inti Persada	District of Pekanbaru dan Siak, Province of Riau	11.134,0	Certified 2011	2010
PT. Bina Sains Cemerlang	District of Musi Rawas, Province of South Sumatera	6.513,0	Audited 2010	2010
PT. Kridatama Lancar	District of Seruyan dan East Kotawaringin Province of Central Kalimantan	14.779,	Certified 2011	2010
PT. Teguh Sempurna	District of Seruyan dan East Kotawaringin, Province of Central Kalimantan	16.601,	Certified 2011	2010
PT. Lahan Tani Sakti	District of Rokan Hilir, Province of Riau	3.759,0	Audited 2010	2010

PT. Bhumireksa Nusa Sejati	District of Indra Giri Hilir, Province of Riau	25.662,	Certified 2011	2010
PT. Sajang Heulang	District of Tanah Bumbu, Province of South Kalimantan	7.794,0	Certified 2011	2010
PT. Ladangrumpun Suburabadi	District of Tanah Bumbu, Province of South Kalimantan	6.077,0	Certified 2011	2010
PT. Bersama Sejahtera Sakti	District of Kotabaru, Province of South Kalimantan	12.704,	Certified 2011	2010
PT. Bahari Gembira Ria	District of Muaro Jambi, Province of Jambi	1.202,0	Audited 2010	2010
PT. Langgeng Muaramakmur	District of Kotabaru Province of South Kalimantan	16.361,	Audited 2010	2011
PT. Paripurna Swakarsa	District of Kotabaru, Province of South Kalimantan	14.892,	Audited 2011	2011
PT. Swadaya Andika	District of Kotabaru , Province of South Kalimantan	10.361,	Audited 2011	2011
PT. Laguna Mandiri	District of Kotabaru, Province of South Kalimantan	15.299,	Audited 2011	2011
PT. Tamaco Graha Krida	District of Morowali , Province Of Central Sulawesi	4.145,0	Audited 2011	2011
PT. Sandika Natapalma	District of Ketapang, Province of West Kalimantan	8.406,2	Audited 2011	2011
PT. Budidaya Agrolestari	District of Ketapang, Province of West Kalimantan	1.002,21 (Other Area Under development)	Audited 2011	2011
PT. Mitra Austral Sejahtera	District of Sanggau, Province of West Kalimantan	8.741,2	Audited 2011	2011
PT. Padang Palma Permai	District of Aceh Tamiang dan East Timur Aceh, Province of Aceh	6.451,9	Audited 2011	2011
PT. Guthrie Pecconina Indonesia	District of Musi Banyuasin, Province of South Sumatera	10,139.91	Audited 2011	2011
PT. Perusahaan Sri Kuala	District of Aceh Tamiang and East , Aceh Province of Aceh	1.128,9	Audited 2011	2011

2.0	ASSESSMENT PROCESS
2.1	Certification Body
	PT Mutuagung Lestari
	Jl. Raya Bogor Km 33,5 No. 19 Cimanggis - Depok 16953 Indonesia
	Telp. +62-21-8740202
	Fax +62-21-87740745/46
	Website: www.mutucertification.com
	Email : agri@mutucertification.com
2.2	Lead Auditor and Auditor Team
2.2.1	Auditor Team
	Auditor Team consisted of:
PA	<p>1) Taufik Margani (Lead Auditor). A bachelor of Forestry, Majoring in Forest Management. A specialist in Environment. He had led a number of audits for Sustainable Forest Management in Indonesia (under the scheme of LEI-<i>Lembaga Ekolabel Indonesia</i>/Indonesia Ecolabel Body and FSC-Forest Stewardship Council) and Lead Auditor for FSC Chain of Custody. Other experiences: He was the certified Lead Auditor of IRCA for Environmental Management System and Quality Management System. Since 1999, he had worked for an independent certification body and had conducted a number of Audits of Environmental Management System, Quality Management System and RSPO in Malaysia and Indonesia. Currently, he works as The General Manager of <i>Management System Certification</i>. In this pre-assessment he conducted the assessment on legal and environment aspects.</p>
	<p>2) Deni A. Novendi (Auditor). A bachelor of Forestry, Majoring in Conservation of Natural Resources. A specialist in Ecology and Social. He had involved in the study of social economic of Citanduy-Cisanggarung Watershed in Ciamis district, West Java, and has over 13 years experience in Planning and Conservation of Forests on Forest Concessions in Indonesia. Since 2003, he worked for the Independent Certification Body as an Auditor of Sustainable Forest Management Certification systems (FSC and LEI systems); Chain of Custody, ISO 9001; and RSPO. He had conducted several audits for each of the certification system. In the pre-assessment activity he conducted the assessment on legal and social aspects.</p>
	<p>3) Aryo Gustomo (Auditor); A bachelor of Agricultural Science, Department of Agronomy, a specialist of Oil Palm Plantation. He had experience working in one of the largest oil palm seed producers in Malaysia as a Plant Breeder/Agronomist. And he had also worked as a Field Assistant in one of the oil palm plantation companies in Indonesia. Currently, he works in an independent certification body as an auditor. The trainings were attended namely: Lead Auditor 14001, Identification and Management of HCV Area, Awareness ISO 9001, and Lead Auditor RSPO. He had conducted a number of assessments of ISO 9001 certification as an expert, and the assessments of RSPO certification as an auditor. In the pre-assessment activities, he conducted an assessment on aspects of agronomic practices.</p>
MA	<p>1) Aryo Gustomo (Lead Auditor); A bachelor of Agricultural Science, Department of Agronomy, a specialist of Oil Palm Plantation. He had experience working in one of the largest oil palm seed producers in Malaysia as a Plant Breeder/Agronomist. And he had also worked as a Field Assistant in one of the oil palm plantation companies in Indonesia. Currently, he works in an independent certification body as an auditor. The trainings were attended namely: Lead Auditor 14001, Identification and Management of HCV Area, Awareness ISO 9001, and RSPO Lead Auditor. Currently, He works at an independent certification body and he had conducted a number of assessments of RSPO certification as an auditor, which are 14 pre-assessments, 1 trial audit of RSPO scheme smallholder, and 6 main assessments. In the pre-assessment activities, he conducted an assessment on aspects of best practices, environmental and OHS (Occupational Health and Safety) implementation.</p>

	<p>2) Nanang Mualib (Auditor); A bachelor of Forestry, Department of Forest Products Technology, Faculty of Forestry, Bogor Agricultural University. He had experience working in forest concession company (HPH) from year 2000 to 2004; For technical assistance in the implementation of sustainable forest certification, partnership program between the Faculty of Forestry IPB with WWF-Indonesia since December 2006 to present. Professional experience includes: HCVF social studies in monitoring the implementation of Sustainable Forest Management, was involved in the identification of HCV in three oil palm plantation companies in Indonesia, and others. Currently, he works as a professional consultant and HCV auditor. He had been involved several times in the RSPO certification assessment activities as auditor. In the main assessment he conducted assessments on the aspects of social, legal, and management of HCV areas.</p>
	<p>3) Faruk Ahmad Nasir (Auditor); A bachelor of Agricultural Science, Department of Soil Science. A specialist in the field of ecology and soil conservation. He had involved several times in the study of ecological studies, land suitability and environmental impact analysis in the field of oil palm plantation development. In addition to agriculture, he had involved several times in studies related to ecology, land suitability, environmental impact analysis and assessment of performance (LPI) in forestry sector, both natural forest and plantation forest. He had involved several times in RSPO certification assessments activities as auditor. In this main assessment, he conducted assessments on aspect of best practices, especially peat soil management for oil palm plantation.</p>
	<p>4) Marsudi Eko Santoso (Auditor Under Trainee); A bachelor of Agriculture, majoring in Agro technology. Currently he works at an independent certification body. He had involved several times in RSPO certification assessment activities as an observer. In this assessment, he conducted assessments on employment aspects.</p>
	<p>5) Desi Ariyadi Suyamto (Observer); A bachelor of Forestry, majoring in Forest Management. Before he worked at an independent certification body, for almost 15 years, he worked as a scientist in International research institutions, in the field of environment, agro forestry and forestry. A specialist in simulation models development, especially for study of environmental impacts in landscape scale.</p>
	<p>The CVs of the Auditor Team members are available at the office of PT Mutuagung Lestari.</p>
2.3	Assessment Methodology, Progress, and Site Visit
2.3.1	Date of Assessment
ST1	Pre Assessment: 19-24 April 2010
ST2	Main Assessment : 07-11 February 2011
2.3.2	Estimation of person days for conducting the assessment
ST1	Number of auditors participating: 3 persons
	Number of days for pre-assessment at sites: 5 days
	Number of person days for pre-assessment at sites: 15 person days
ST2	Number of auditors participating: 4 persons
	Number of days for main assessment at sites: 5 days
	Number of person days for main assessment at sites: 20 person days
2.3.3	Detailed Implementation of Assessment
ST1	Pre assessment activities aimed to measure the level of fulfillment of company performance to the RSPO principles and criteria, before starting the actual assessment (<i>main assessment</i>).

	<p>The assessment was conducted by measuring the sufficiency of implementation with the efforts done by the company (BNS) to the requirements of National Interpretation of the Republic of Indonesia from RSPO Principles and Criteria for Sustainable Palm Oil Production (RSPO INA-NIWG, May 2008). The assessment was conducted in three methods: Method I was documents review, aiming to observe the sufficiency of types or substances from required documents; Method II was interview, aiming to obtain more detailed information and cross check the information; Method III was field visitation, aiming to observe directly the sufficiency of implementation on site.</p> <p>Some referrals for improvement of pre-assessment results were conveyed by MAL auditor to the management (BNS), and the results would be the verification material for the real assessment stage (main assessment).</p> <p>All information obtained was recorded in Check List of PT Mutuagung Lestari and became the main annex of Assessment Report. The detailed assessment process is as follows:</p> <p>19 April 2010. The team had the trip from Jakarta to the estate. In the afternoon, opening meeting was held in BNS Meeting Room, attended by Mr. Bambang Tri H (Manager of Nusa Lestari Estate), Mr. Syahril AS (Manager), Mr. Kamsul (Manager), Mr. Totek Ariono (Manager), Mr. Agusrianto (Manager of Teluk Bakau POM), Mrs. Sumiati (a Staff of Plantation Support Department), Mr. Khosi'in (A Staff of Total Quality Environmental Management), Mr. Rinno Ferryno (Manager of Environmental, Safety, Healthy) and other relevant personnel.</p> <p>20 April 2010. The team reviewed the documents. The auditors focused to review company's documents regarding legality, environmental management documentation, social management documentation, and plantation practices documentation. The auditors were divided into three teams based on the following assessment aspects:</p> <p>Team I (Taufik –The assessments of legal and environment aspects): conducted assessments regarding documentation related to legal aspects, area legality, transparency mechanism, hazardous material and waste management, and Occupational Health and Safety (OHS) implementation.</p> <p>Team II (Deni –The assessments of social and environment aspects): conducted assessments related to employment, land conflicts management, environmental impact analysis, conservations of protected species and their habitats.</p> <p>Team III (Aryo –The assessments of agronomy practices aspects): conducted assessments related to long term business, water and soil conservation practices, practices maintaining water quality and supply, chemicals use and management, and integrated pest management.</p> <p>21 April 2010. The review of documents in Estate Office (Teluk Bakau), the review of documents in the Mill (Teluk Bakau POM) and field visits to the Mill.</p> <p>22 April 2010. Field visits which were divided into 2 groups to observe environmental, production and social issues in the estates and mill (PKS)</p> <p>23 April 2010. Verification and clarification of information of pre-assessment activities. In the afternoon, the closing meeting was held in BNS Meeting Room, attended by Mr. Bambang Tri H (Manager of Nusa Lestari Estate), Mr. Syahril AS (Manager), Mr. Kamsul (Manager), Mr. Totok Ariono (Manager), Mr. Agusrianto (Manager of Teluk Bakau POM), Mrs. Sumiati (A Staff of Plantation Support Department), Mr. Khosi'in (A Staff of Total Quality Environmental Management), Mr. Rinno Ferryno (Manager of Environmental, Safety, Healthy) and a number of other related personnels.</p> <p>24 April 2010. Had the trip back to Jakarta.</p>
ST2	<p>The second stage assessment was Main Assessment, covered all aspects of assessment based on RSPO Principles and Criteria for sustainable palm oil production, Indonesia National Interpretation, published in May 2008. The methods of collecting data and information were done in few techniques, which are: document studies, interviews, and direct visits to the site. The process of collecting data and information by MAL auditor are as follows:</p>
	<p>The trip to the location. Auditor team was divided into 2 team. Team I (Mr. Aryo and Mr. Faruk) and Team II (Mr. Nanang, Mrs. Desi and Mr. Eko).</p> <p>06 February 2011. Team II (Mr. Nanang, Mrs. Desi and Mr. Eko) had the trip from Jakarta to Batam.</p>

	<p>07 February 2011.</p> <ul style="list-style-type: none"> • Team I (Mr. Aryo and Mr. Faruk) had a trip from Jakarta to Pekanbaru, continued by a meeting with relevant institution (Plantation Agency of Riau Province and Environmental Body of Riau Province). In the afternoon, the team continued the trip to Tembilahan until night. • Team II (Mr. Nanang, Mrs. Desi and Mr. Eko) held Opening Meeting with BNS in GM office of PT. BNS at GM office of Teluk Bakau Estate. It was attended by Mr. Jeandry H (Estate Manager of NLE), Mr. Kamsul. C (Estate Manager of MDE), Mr. Totok AR (Estate Manger of RSE), Mr. Agus Irianto (Mill Manager of TBF), Mr. Rinno Ferryno (ESH Manager), Mr. Alimunar Lubis (senior Assistant of NPE), Faulin Abdul Rahman (Company doctor), Mr. Panahatan Sitorus (Assistant of PQSM), Mr. Herie Rinaldi (EMS), Mr. Suryadi (Assistant of TBE), Mr. M. Arifin (Head of MDE) and some other related personnels. Then it was continued with documents review.
	<p>08 February 2011. Public consultation with stakeholders. Auditor team was divided into 2 teams. Team I (Mr. Aryo and Mr. Faruk) conducted consultation with stakeholders from Governer of Province and District and NGO (non-governmental organization) at Telaga Puri Hotel, Tembilahan Riau. It was attended by 9 (nine) participants; Team II (Mr. Nanang, Mrs. Desi and Mr. Eko) conducted consultations with stakeholders came from communities, labor union, and representatives of local governors (Sub-district and village), which was held in Art Center of Teluk Bakau Estate. Public consultation was done in parallel from morning to afternoon. Then it was continued with documents review.</p>
	<p>09 February 2011. Documents review was done in GM office of PT. BNS. Auditor team was divided into 3 teams. Team I (Mr. Aryo and Mrs. Desi) focused to review documents regarding environment and Best Practices, Team II (Mr. Nanang) focused to review documents regarding Legal and social. Team III (Mr. Faruk and Mr. Eko) focused to review documents regarding plantation management in peat land and employment.</p>
	<p>10 February 2011. Field visits. Auditor team was divided into 3 teams. Team II (Mr. Aryo, Mr. Faruk and Mr. Eko) conducted verification related to best practices aspects of water and soil conservation; plantation management in peat land; employment for example wage policy, reproduction protection, anticipation of sexual harassment and violence and OHS implementation; hazardous waste management (location). Team II (Mr. Nanang and Mrs. Desi) conducted verification related to legal aspects, among others boundary pole maintenance and the existence of occupation location; social; HCV area management and environment.</p>
	<p>11 February 2011. The closing meeting was conducted at the GM Office of Teluk Bakau Estate. It was attended by Ahmad Syafengi (General Manager of PT. BNS), Bambang Tri Haryadi(SOU Chairman of PT. BNS/ Estate Manager of TBE), Jeandry H (Estate Manager of NLE), Kamsul. C (Estate Manager of MDE), Totok AR (Estate Manger of RSE), Agus Irianto (Mill Manager of TBF), Rinno Ferryno (ESH Manager), Alimunar Lubis (Senior Assistant of NPE), Faulin Abdul Rahman (Company Doctor), Panahatan Sitorus (Assistant of PQSM), Herie Rinaldi (EMS), Suryadi (Assistant of TBE), M. Arifin (Head of MDE) and several other related personnels.</p>
2.3.4	Assessment sample location
ST1	Location 1 –Palm Oil Mill. Observation of chemicals warehouse; workshop; temporary storage room for hazardous waste; FFB receipt; Power supply station; clarification station; genset for oil trap; diesel tank; port and Wastewater Treatment Plant (WWTP) pond.
	Location 2 –Genset station of Teluk Bakau Estate. Observation regarding OHS implementation, hazardous waste treatment.
	Location 3 - Nusa Lestari Estate Emplacement. Where there are information regarding company activities that can be accessed by public; receipt room and fuel storage; fuel warehouse; central warehouse; clinic; and BSS house.
	Location 4 - Block E-02 of Nusa Perkasa Estate. Interview with a spray worker (Mrs. Suprpti), a permanent worker (Mr. Sukijan, and Mr. Gito) regarding the use of PPE, wage and welfare system, regular medical check up, and reproduction rights policy for women.

	<p>Location 5 - Block 19/09 of Nusa Perkasa Estate. New plantation issues (year 2009); observation regarding the existence and function of fire monitoring tower; delineation of HCV 1 and 3 on new plantation areas (2009); and measurement of land surface declination.</p> <p>Location 6 - Block E-11 of Nusa Perkasa Estate (Km 17). Areas defined as HCV 1, biological diversity management.</p> <p>Location 7 - Dendan Besar River. Areas defined as HCV 4 (riparian) and areas adjacent to community farms.</p> <p>Location 8 –Boundaries pole. Visitation to BNS boundaries with other areas (namely Balaras village, Bagong village), interview with the Head of Bagong Alam Village (Mr. Japar), Kadus Parit Baru (Mr. Kasmadi) and Bagong village residents regarding social issues, environment and land claims due to operational activities of BNS. Interview with residents affected by the land claims process (Mr. Agus) that occurred since 2007, covering about 30 ha.</p> <p>Location 9. Interview with Head of Rotan Semulur village (Mr. Halid) regarding environmental and social issues, as the impact of BNS operational activities.</p>
ST2	<p>Location 1 - Hazardous Waste Storage Room of MDE. Observations regarding the existence of hazardous waste and clinic waste, hazardous waste monitoring, hazardous waste records and hazardous waste management.</p> <p>Location 2 - Chemicals warehouse of MDE. Observations regarding the records of pesticides use, warehouse card and the existence of MSDS.</p> <p>Location 3 - Grease warehouse of MDE. Observations regarding used grease management and feasibility of used grease storage facilities.</p> <p>Location 4 – Workshop of MDE. Observations regarding OHS implementation, the availability of SOP and HIRAC documents</p> <p>Location 5 - Mandah Estate Office. Observations regarding the availability of SOP documents, Management Report, and announcement board for socializing other policies.</p> <p>Location 6 - Mandah Estate Field. Simulation of land fire emergency response.</p> <p>Location 7 - Mandah Estate. Observations regarding the availability of water gate and water monitoring, monitoring and records of measurement results.</p> <p>Location 8 - Tanjung Sohok Village. Interview with youth leader regarding pollution issues of mill smoke and donations given by the mill.</p> <p>Location 9 - Teluk Bakau POM. Observations regarding OHS implementation, Wastewater Treatment Plant and steady emission resources, hazardous waste and chemicals management.</p> <p>Location 13 - Rotan Semelur Estate. Interviews with fertilizer workers, spray workers and harvesting workers regarding company's policies on the protection of reproductive health, prevention of sexual violence and harassment, the system of wage and premiums, spraying and fertilizing in canal side areas; OHS Implementation (The use of PPE) in the estate; spraying techniques; fertilization techniques, the types of chemicals used, employees' understanding about RSPO, and medical check up of employees.</p> <p>Location 14 - Blok E 11 NPE. Observations regarding the availability, management, marking of boundaries pole, the availability of information board of HCV 1, 3 and 4 areas; company's occupation land and the maintenance and the availability of fire tower.</p> <p>Location 15 - SMP and SD Dwimas. Observations regarding educational facilities given by the company and interviews with headmasters regarding relationship between schools and companies and donations that had given by PT. BNS to schools.</p> <p>Location 16- Parit-19 Rotan Semelur Village and Parit Ikwon of Bagong Village. Interviews with community residents about flood problems, traditional rights, land tenure by the community, the economic condition of community and public relations with the company.</p> <p>Location 17 - Rotan Semelur Estate. Observations regarding the availability and maintenance of boundaries pole number 60.</p>

2.4	Stakeholder Consultation and List of Stakeholder contacted
2.4.1	The summary of public consultation process
	<p>There were 87 stakeholders contacted to give information input. Stakeholders public consultation for PT. BNS was done in three methods:</p> <ol style="list-style-type: none"> 1) Public Announcement in RSPO website. 2) Sending invitation letter for giving comments and Stakeholders Consultation Responses Form via postal mails and emails to stakeholders 3) Public consultation meetings with stakeholders were held simultaneously in two locations on 08 February 2011. The first location was at Lake Castle Hotel of Tembilahan Riau, the participants attending were from the government agencies and local NGOs. The second location was at Teluk Bakau Estate Art Building, participants attending were from the local community, sub-district heads, and village heads. From the results of public consultation meetings, verbal feedbacks were obtained from stakeholders and auditor team was to further verify to the company regarding these feedbacks
2.4.2	Lists of contacted parties
	<i>See Annex 3</i>
2.4.3	The summary of arising issues from public and the actions of PT Mutuagung Lestari
2.4.3.1	Positive issues
	<p>Some positive issues received from stakeholders related to the performance of PT. BNS were (1) Plantation Agency had assessed the class of estates once every 3 years, (2) BNS had revised EIA documents which had been adapted to actual conditions, (3) BNS had been regularly monitoring environmental parameters for liquid waste, and the results had been reported to BLH, (4) BLH assessed that PT. BNS was one of the best companies in managing the environment in Indragiri Hilir District (5) Since 2006, land fire in PT. BNS had been controllable, (6) In general, in the Indragiri Hilir district, oil palm plantations had not created program CD / CSR that is based on the identification of community needs, (7) Employment of PT. BNS was good enough, (8) BNS had The Advisory Committee of Occupational Health and Safety, (9) Regular medical check up for workers had been carried out routinely by BNS</p>
2.4.3.2	Negative issues
	<p>There are a number of negative issues as follows: (1) BNS area was included in Peat Dome areas (protected area), (2) the progress of the installation of sampling holes in the chimney of the empty bunch furnace had not been reported, (3) Wastewater Treatment Plant (WWTP) owned by BNS had not effective yet in managing the waste parameters, (4) Plantation agency had been communicate several times with BNS by sending a formal letter, but there had not been a response of the letter sent from the BNS, (5) There were several companies in Indragiri Hilir District who were regularly in arrears with their tax payment, (6) BNS had not submitted a Plantation Business Progress Report to the Head of Processing and Marketing of Plantation Crops (P2HP), (7) The Building Permits (IMB) was not made by consultation with the village Head before hand, (8) There was a smell of waste and air pollutants, (9) BNS was lack of emergency response to floods, (10) Drainage was not good enough so that canal flooded residential areas, (11) The local community were made difficult to apply for jobs, (12) Company's PR did not socialize well with people, (13) There were still land disputes, (14) There were employees who resigned from their job, but they did not receive severance payment, (15) BNS did not have Indonesia Labor Union (SPSI) office, (16) BNS did not have cooperative / shop managed by employees, (17) BNS reduced premium received by workers.</p>
	The auditor verification results regarding arising positive and negative issues in public consultation can be seen in Chapter 3.2 of this report.
2.5	Determining next visit
	The timing of next activity (Surveillance) will be defined after this report was approved by the RSPO secretariat and / or 12 months after the certificate is published.

3.0 ASSESSMENT FINDING

3.1 Summary of Non Conformance, Correction Action Required and Observation

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.01	1.1.1 1.1.2	Documents control – There were records of information requests and the response from stakeholders, but the records were not controlled sufficiently to be identified.	NC	Records control in the form of lists of receipt of information requests and responses from the stakeholders.	Before Main Assessment	The company had provide records of information requests arranged in one file and registered well enough so that it was easy to be identified.	Closed	09/02/2011
2010.02	1.1.3 1.2.2	Records retention time –The retention time of requests and responses of information related to stakeholders including lists of legality, environment, and social documents, had not been defined yet.	NC	Setting retention time of information requests/responses records.	Before Main Assessment	The organization had set the records retention time for the entire document (e.g. legal documents and records of information requests) that is for one year but the setting of the records retention time in accordance with the types and the level of importance of each document, needs to be reviewed	Open (Minor)	Before Surveillance
2010.03	1.2.1	Documents distribution – The organization already had lists of legality, environmental, and social documents, however especially licenses lists documents were still centered in PSD office Pekanbaru, they had not been distributed to BNS location.	CFA	Distribution of legality documents lists to PT. BNS location	Before Main Assessment	All important documents (Documents of Legal and Environmental management) which were stored in PSD Office Pekanbaru were already distributed to BNS location.	Closed	10/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.04	2.1.1 2.1.2 2.1.3 2.1.4	Compliance with regulation - Evaluation of compliance with laws / regulations had been made, but laws / regulations references had not been fully updated for evaluation, e.g. Minister of Agriculture Regulation No.14/ PL.110/2/2009 - guidelines for the use of peat lands for oil palm cultivation. Presidential Decree 32/1990 establishment of protected areas, Act No. 32/2009 Protection / Management of Environment, Regulation of Environment Minister No.18/1999 Hazardous Waste management Licensing, Regulation of Environment Minister No. 3 / 2008 on Symbols, etc.	NC	Laws / regulations update for evaluation on their compliance and the establishment of target of completion date if at the time of the evaluation it had not been complied.	Before Main Assessment	The company had made Laws/regulations update lists and the compliance evaluation and the establishment of target of completion date if at the time of the evaluation it had not been complied. Documents of the evaluation of compliance with regulations of PT. BNS 2010.	Closed	09/02/2011
2010.05	2.2.2	Areas boundaries -The organization had legality documents related to land tenure and exploitation. However, clearly demarcated and maintained legal boundaries could not be demonstrated by the Organization, for example boundaries of PT. BNS with Balaras Village, Bagong Village (only a created internal boundary was found).	NC	Planning and implementation of boundary system demarcation of BNS areas (legally / participatory) and periodic maintenance of boundaries.	Before Main Assessment	The company already had legality documents related to land use rights (HGU) and had carried out maintenance of boundaries pole. Based on field visitations to the Parit Bagong, Belaras village. Boundaries pole had been installed, for example (PAL BPN No. 60).	Closed	11/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.06	2.2.3	<p>Progress of land dispute resolution - Identification of land occupation (land dispute) had been divided into land disputes that had been resolved with the evidence of its completion; and the ones that had not been resolved. For land disputes that had not been resolved yet, the organization had not proved the progress of resolution with the dispute resolution process accepted by both parties, for example: Rotan Semelur Estate (RSE) was identified having land disputes that had not resolved with an area of 2,433.71 hectares, including ± 30 Ha of land owned by family of The Late Nurung (Mr. Agus).</p>	NC	<p>Determination of land dispute resolution plan for the area of land occupation that had not been resolved.</p> <p>Provide evidence of dispute resolution process accepted by the parties and including the progress.</p>	Before Main Assessment	<p>Verification of Auditor team during the Main Assessment: Inside the work area of PT. BNS there was still an area of 5,069 hectares of land occupation (In RSE, MDE and NPE). Related to this case, auditor team had not found sufficient evidence that resolutions efforts accepted by the parties had been done. Companies should provide the progress of resolution accepted by the parties on unresolved land occupation.</p> <p>Verification on 18 April 2011: Company has been provided a record of formal testimonial which is shown a meeting between Companies with the local communities on 24 March 2011. The result of meeting was concluded BNS will not open the land where local communities has occupied inside BNS work area, and the local communities will not disturbing BNS's area by increasing the current extent area. This meeting was involving all parties including</p>	Open (Minor)	Before Surveillance

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
						<p>BNS management, local communities, and Head of Village.</p> <p>Auditor has considered this progress as a corrective action taken by company; and the further verification would be carried out during subsequent surveillance visits.</p>		
2010.07	2.2.5	Conflict resolution procedures – The mechanism of conflict resolution had been stated in Conflict Resolution Procedures (RSPO/2.2/PK). However the procedures were not clear enough stating the mechanism of conflict resolution accepted by the parties.	NC	Review the conflict resolution procedures (RSPO/2.2/PK)	Before Main Assessment	The company had shown the conflict resolution procedures documents (RSPO/2.2/PK) which had been revised. The documents had explained the mechanism of conflict resolution involving the parties.	Closed	09/02/2011
2010.08	4.1.2	Mill SOP Validation - The organization already had an SOP of mill activities including: Operational Administrative Procedures, Mill Engineering Guide Volume I and Volume II. But there was no validation from relevant officials.	CFA	It is recommended to approve the documents of mill's SOP by related officials	Before Main Assessment	The company had an SOP of mill activities including Technical Guide of Palm Oil Mill Volume I and II and the Administrative Procedures of Palm Oil Mill which were distributed since April 30, 2007 in accordance with Head Plantation Operations Memorandum No. POD-Mill-015/IV/2007.	Closed	11/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.09	4.2.1	Land Analysis –The organization had not been able to show the results of soil analysis	NC	The organization should be able to show the result of soil analysis	Before Main Assessment	The organization had shown the records of land analysis in the area planned for new plants but had not been completed with a map of sufficient scale. Whereas for mature plants area, soil analysis activities had not been carried out.	Open (Minor)	Before Surveillance
2010.10	4.2.2	Evaluation of activities records for maintaining and increasing soil fertility – The organization had activities monitoring records for maintaining and increasing soil fertility, for example: recommendation for fertilization, and Monthly Report of Fertilization of Teluk Bakau Estate. However the evaluation on the activities for optimal results had not been done.	CFA	It needs to be considered to perform the evaluation regarding activities records of maintaining and increasing soil fertility for obtaining optimal results.	Before Main Assessment	The organization performed the evaluation of maintaining soil fertility through research activities of fertilizer type and dose given to the soil and plants and the results showed significant impacts.	Closed	09/02/2011
2010.11	4.3.1 7.4.1 7.4.2	Information availability: marginal land could not be shown by the organization.	NC	The organization had to provide information related to land condition, especially marginal land.	Before Main Assessment	The organization had not conducted semi-detailed land survey or detailed so that information regarding the existence of marginal land described in maps with sufficient maps	Open (Minor)	Before Surveillance

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.12	4.3.4 4.3.5	Measurement of water level - The organization has been monitoring the water level every day in respective estate, for example: Water Level Monitoring documents of KUT PT. BNS, in March 2010. But the evaluation associated with decreased peat soil surface level had not been done.	NC	The organization shall conduct an evaluation of water level measurements, and conduct efforts to maintain the water level at average of 60 cm (range 50-75 cm)	Before Main Assessment	The organization had been monitoring the water level and decreased the peat soil surface level regularly. However, the auditor team assessed the number of monitoring points of decreased peat soil surface level was still not represent the whole area and the evaluation of water level monitoring to decrease peat soil surface level had not been done.	Open (Minor)	Before Surveillance
2010.13	4.4.1 4.4.2	The practice of maintaining water quality - The organization had not been consistent enough to conduct water quality maintaining practices, such as: spraying activity of plates was still found on oil palm trees which were on the edges of the trenches or canals in Block E02, and the testing and evaluation of water quality had not been done	NC	The organization must consistently conduct maintaining practice of water quality, for example: no spraying on the trees at the edge of the trenches or canals, and perform testing and evaluation of water quality, including for domestic household needs in accordance with the quality standard of health.	Before Main Assessment	The organization had implemented maintaining practices of water quality, for example: no spraying on the trees at the edge of canals area, and the organization had performed testing and evaluation of river water quality and water for domestic needs in accordance with the quality standard.	Closed	10/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.14	4.4.4	Monitoring of water use –The organization had been monitoring the use of water for the mill in the form of Water Use Data document of PT. BNS in 2009 and 2010. But there had not been enough evidence of evaluation of water use efficiency for the mill.	NC	The organization should evaluate the efficiency of water use for the mill	Before Main Assessment	The organization has been monitoring the mill water use every month and had conducted an evaluation of monitoring results.	Closed	11/02/2011
2010.15	4.5.1 4.5.2 4.5.3	IPM Program and the Monitoring of pesticides toxicity - The organization had implemented integrated pest management with a combination of biological and chemical pest control. But IPM program had not been available yet and the organization had not provided IPM training for workers, and had not carried out monitoring of pesticide toxicity (active ingredient/LD50 per tonne of FFB or per hectare).	NC	The organization shall establish IPM programs and provide training for IPM, as well as monitoring of the toxicity of pesticides (active ingredient/LD50 per tonne of FFB or per hectare).	Before Main Assessment	The organization had established IPM program, it had shown evidence of providing IPM training to employees and had been monitoring the toxicity of pesticides (active ingredient/LD50 per tonne of FFB or per hectare).	Closed	10/02/2011
2010.16	4.6.2	Records of pesticide use -The organization already had records of pesticide use in the form of documents of Gawangan Chemist Maintenance, Division One-Nusa Perkasa Estate. But it had not been consistent enough to record the use of pesticides per hectare.	CFA	It needed to be considered to complete the records of pesticides use, for example recording the amount of pesticides use per hectare.	Before Main Assessment	The company had consistently recorded pesticides use per hectare and active ingredients per hectare which was stated in the document of Monitoring Matrix of Pesticides and Chemicals Toxicity.	Closed	10/02/2010

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.17	4.6.3	MSDS - The organization already had MSDS document for each chemical used, but there are few MSDS which were still in English. For example MSDS of TRAP herbicide.	CFA	It needed to be considered to provide MSDS in the language that can be understood easily by all employees.	Before Main Assessment	The organization had provided the all MSDS for all chemicals that are in Indonesian language and had been installed in places of chemical storage.	Closed	10/02/2011
2010.18	4.6.4	Agrochemicals waste management – Hazardous waste management in the estate by collecting it in one place had not got the permit of hazardous garbage dump (TPS) from environmental Ministry.	NC	Completing the permit of hazardous garbage dump (TPS) in estates in accordance with applicable regulation (Government Regulation/PP 18 year 1999)	Before Main Assessment	The organization had provided the evidence of the permit of hazardous waste for every estate.	Closed	10/02/2010
2010.19	4.6.6 4.7.4	Periodic medical check up –POM did not have the evidence that it had conducted medical check up periodically to employees who worked at high-risk stations / jobs, for example: Boiler / turbine Operator, Warehouse Assistant, etc.	NC	The planning and implementation of periodic medical check up.	Before Main Assessment	The organization had conduct medical check up periodically for employees in 2010 and there was a program of periodic medical check up for 2011.	Closed	10/02/2010
2010.20	4.7.7	Emergency response Preparedness - Procedures on emergency response preparedness had not been fully controlled (e.g. the status of the documents) and distributed to the relevant sections, e.g. fuel storage locations in NLE, generator housing at TBE, completeness of fire equipment (emergency situation) in NLE employee housing (G 10) was inadequate	NC	Controlling the documents of emergency response preparedness procedures and distributing them to related sections. Completing the fire equipment in each location.	Before Main Assessment	The organization had distributed emergency response mechanism in the relevant sections. There had been evidence of the completeness of the list of fire equipment in each estate. And the auditor team considered that the type and amount of equipment owned were adequate.	Closed	10/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.21	4.8.1; 4.8.3	<p>Continuous training program for staffs and employees - The organization had not been able to show continuous training programs for staffs and employees in the scope of the estates based on their competence of respective position, and the organization had not been able to show evidence of hiring trained contractors.</p> <p>The organization had not defined criteria for competence of employees and subcontractors to determine the training programs according to its function.</p>	NC	<p>Providing evidence of continuous training programs for staff and employees based on their competence for respective position, and evidence of hiring trained contractors.</p> <p>The organization shall establish criteria for the competence of employees and subcontractors to / and determine the training program according to its function</p>	Before Main Assessment	The organization had created training programs based on the identification of training needs and it had been implemented.	Closed	10/02/2011
2010.22	4.8.2; 4.8.3	Training records –The organization had records of personal trainings for external trainings, however they had not fully covered the trainings held internally.	CFA	Completing the records of employees trainings covering internal trainings.	Before Main Assessment	There were records of employees trainings covering internal and external trainings in mills and estates.	Closed	10/02/2011
2010.23	5.1.1 5.1.2 5.1.3 7.1.1	Environmental Impact Analysis - Environmental impact analysis documents were available in the form of Environmental Management and Monitoring Plans (RKL / RPL), which had been approved by the Department Head of Environment, Mining and Energy. However, the substance had not included the management of impacts on biodiversity (flora and fauna species); and construction plan of POM in Mandah Estate.	NC	The company should revise the documents of Environmental Management and Monitoring Plans (RKL / RPL) to consider the impact on biodiversity, the new POM construction plans in Mandah Estate, and submit their implementation reports regularly to the relevant agencies.	Before Main Assessment	BNS had conducted Environmental Monitoring and Management activities and had made reports that had been submitted to the relevant parties regularly. However, there had been no evidence of activities of management and monitoring of impacts on biodiversity included in the Environmental Management and Monitoring Plans (RKL / RPL) reports.	Open (Minor)	Before Surveillance

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.24	5.2.1 7.3.1	Identification of protected species and HCV - The species was protected and areas of High Conservation Value (HCV) had been identified and defined. However, it had not fully referred to the Guidelines of Identification of HCV areas in Indonesia, among others: (1) the public consultation had not involved the government when (e.g.: Environmental Ministry (KLH) / Regional Environmental Impact Management Agency (Bapedalda)	NC	The organization shall review the HCV identification results referring to the of HCV Area Identification Guidelines in Indonesia; consider the issues of peat land according to applicable regulations and legislation, and arrange an appropriate management plan to protect them.	Before Main Assessment	The company has shown evidence of authorities involvement (e.g. Ministry of Environment /Regional Environmental Impact Management Agency,Forestry Ministry /Forestry Agency) and related NGOs (environment and social) in the preparation of High Conservation Value (HCV) areas, however, the documents had not discussed the management of peat land in accordance with regulatory requirements, Presidential Decree No. 32 year 1990 and Minister of Agriculture Regulation (Permentan) No. 14 year 2009	Open (Minor)	Before Surveillance
2010.25	5.2.2 5.2.3 7.3.2	HCV Areas delineation –The organization had not consistently performed HCV areas delineation that have been identified the existence in working area of BNS. For example: There were no identities and marking of boundaries in the area defined as HCV 4, Dendan River riparian.	NC	The organization must conduct a physical delineation of the entire areas defined as areas of HCV.	Before Main Assessment	There had been evidence of HCV areas marking in the site as sign board. However, not all HCV areas had boundaries pole. For example HCV 1, 3, and 4 in Dendan river area and Occupational areas.	Open (Minor)	Before Surveillance

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.26	5.2.4	Socialization of the existence of protected species - BNS has posted a number of warning boards of hunting prohibition to protect protected and high conservation value species (e.g. at POM; block E-11 Km 17 NPE for HCV 1; etc.), but they did not specifically specify the species and the regulation that govern them, and there was no evidence that the publication and dissemination had been done to employees and the community for the handling.	NC	The organization shall disseminate the presence of protected species and regulations that managed it to all employees and surrounding communities, either directly or indirectly (through posters and warning boards posted in work area of BNS).	Before Main Assessment	The company had installed posters and warning boards equipped with the relevant regulations. However, there had not been enough evidence of dissemination on the presence of protected species to all employees and the community.	Open (Minor)	Before Surveillance
2010.27	5.2.5	Implementation of protection of protected species –There was not enough evidence that the company had assigned dedicated and trained officers to ensure the implementation of the protection of protected species and habitats.	NC	The company should assigned special officers who are trained to ensure the implementation of the protection of protected species and habitats.	Before Main Assessment	The company had assigned special officers of management and monitoring of HCV and has personnels who had attended HCV training (5 persons).	Closed	10/02/2011
2010.28	5.3.1 5.3.2 5.3.4 5.6.1	Identify sources of wastes, pollutions and emissions - Sources of (waste) impact that may be caused by company operational had been presented in the document Environment Management and Monitoring Plan (RKL-RPL) documents, but was not specified in details yet. Example: The source of impact to air quality degradation was the operation of the POM; The sources of impact to river water quality degradation and disruption of river biota were the liquid waste from POM, POM solid waste spills, etc.; The	NC	The company must be able to present the identification results of the sources of wastes, pollutions and emissions generated by company operational, and to develop management plans to reduce wastes, pollutions and emissions according to the applicable requirements.	Before Main Assessment	Identification of sources of wastes and pollutions and emissions was already available. And also the management records were available.	Closed	10/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
		specific examples of hazardous materials management of fuel types to avoid contamination of soil and water had not fully identified from its environmental aspects to be managed, for example: spillage of floating fuel tank (pontoon) in the NLE, spillage of diesel fuel tank at POM, etc.						
2010.29	5.3.3	<p>Hazardous Waste Management – Hazardous Waste in Hazardous Garbage Dump (TPS) had not been recorded in accordance with the balance format in permits of Hazardous Garbage Dump (TPS) of Environmental Ministry and reported regularly every 3 months to the related agencies.</p> <p>Clinical hazardous waste management had not fully managed in accordance with applicable regulations (Government Regulation/PP 18/1999 and PP 85/1999), which is evidence of hazardous clinical waste record, waste transfer to certified hospitals</p>	NC	<p>The recording of hazardous waste was in accordance with hazardous waste balance format (permits from Environmental Ministry) and regular reporting to the agency.</p> <p>Recording and management of clinical hazardous waste according to regulations</p>	Before Main Assessment	<p>Registration of hazardous waste at hazardous garbage dump (TPS) of Teluk Bakau POM and Estates (e.g. MDE) had complied with the hazardous balance format contained in permit issued by relevant agencies. Monitoring of hazardous waste performed by PT. BNS in mills and estates had not reported to the relevant agencies.</p> <p>Clinical hazardous waste had been stored in hazardous waste storage room (e.g. in MDE) but the evidence of clinical waste transfer to a certified hospital had not been available.</p>	Open (Minor)	Before Surveillance

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.30	5.4.1 5.4.2	The efficiency of energy use - BNS already had monitoring records of the use of the energy used in CPO production processes informing the number of diesel use, electric power generated, and the number of FFB processed. But the level of efficiency had not been evaluated, and had not included the use of renewable energy (e.g.: the use of shells for boilers).	NC	The organization should present the records of the evaluation results of efficiency level of energy use per tonne of FFB processed.	Before Main Assessment	The company had conducted monitoring of the use of renewable energy (shells, fiber and electrical Kwh) and the use of diesel fuel, and also the evaluation results of monitoring data was already available.	Closed	11/02/2011
2010.31	5.5.3	Land fire emergency response procedures - The Company already had procedures for handling land fires that include preventive measures and curative (action). However, to refine the procedure, it should be complemented with the stages of identification and mapping of areas that were considered vulnerable to fire, and set the frequency of supervision in accordance with its vulnerability level.	CFA	Land fire handling procedures should be reviewed again by including the identification procedure, mapping, and patrol or monitoring system.	Before Main Assessment	There was no evidence of improvement of procedures for handling fires and maps of fire vulnerable identification. However, in the implementation on site, BNS had applied the stages of adequate land fire handling.	Open (Minor)	Before Surveillance
2010.32	5.6.2; 8.1.1	Records of monitoring pollution and emissions - BNS already had pollution and emissions monitoring records in the form of laboratory analysis results of environmental parameters of air and water. The testing was conducted by a competent institution. However, there was not enough evidence that the test results had been evaluated and followed up. Example: the records of evaluation results and corrective action of emission quality parameter and noise and effluent	NC	The company must provide evaluation and correction measures records of the non-conformance of environmental parameters to predefined standards.	Before Main Assessment	The organization had provided the results of evaluation tests of environmental parameters conducted by the company to reduce levels of BOD and COD in accordance with applicable quality standards.	Closed	11/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
		(BOD and COD) which were still above the threshold of quality standard, were not available.						
2010.33	6.1.2	<p>RKL-RPL Report – Reports of environmental management and monitoring were made and reported to relevant agencies (Report of the second semester of 2009).</p> <p>But the report had not described BNS activities with social impacts, which includes environmental issues, access to employment and improved community income and further action.</p>	NC	Conducting social impact management and monitoring on a regular basis covering environmental issues, access to employment and improved community incomes, and evaluation for further action.	Before Main Assessment	Report of Environmental Management and Monitoring Plans had been done periodically but it had not described in detailed social impacts caused by PT. BNS operations and there was not enough evidence of the availability of social impacts monitoring and management reports based on analysis study results of social impacts.	Open (Minor)	Before Surveillance
2010.34	6.2.2	<p>List of stakeholders – The organization had procedures for communication / consultation with community and stakeholders list. But the list of stakeholders were not fully cover some stakeholders, like NGOs (WALHI, Jikalahari), agencies (Inhil Plantation Agency, Inhil Labor Agency, Inhil Environmental Body), Community leaders (e.g. Mr. Artawan).</p>	CFA	Updating the list of stakeholders to conduct communication and consultation.	Before Main Assessment	The organization had updated the list of stakeholders	Closed	10/02/2011

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.35	6.3.1 6.3.3	Complaint handling procedures - Procedures for handling public complaints (RSPO/6.3/PKM) had not included the identification and calculation of compensation for land rights and involvement of community representatives and other agencies, including complaints about the environmental impact on society.	NC	Reviewing the procedures for handling public complaints (RSPO/6.3/PKM)	Before Main Assessment	Procedures for handling public complaints (RSPO/6.3/PKM) included the identification and calculation of compensation for land rights and involvement of community representatives and other agencies, including complaints the environmental impact on society.	Closed	Before Surveillance
2010.36	6.9.2 6.9.3 6.9.4	Policies on protection of women's reproductive rights —The organization policies regarding protection of reproductive rights needed to be clarified to be documented and communicated.	CFA	Complementing the organization's policy of protection of reproductive rights, to be documented and communicated.	Before Main Assessment	The organization had documented the policies on protection of reproductive rights and prevention of sexual harassment and the organization had socialized the policies to all employees. Nevertheless based on the results of interviews with 6 female employees (RSE),5of them were not aware of the policies so that the socialization was considered in effective.	Open (CFA)	Before Surveillance

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2010.37	6.11.1	The CSR program - CSR program was conducted by the organization concerned mainly with the donation of local community and it had been recorded. However, CSR programs related to local development had not been based on identification of community needs and it was planned every year.	NC	Identifying the needs of the community which is participatory and transparent and it was planned every year.	Before Main Assessment	CD / CSR Program associated with local development was not based on identification of community needs, although it had been planned every year.	Open (Minor)	Before Surveillance
2010.38	7.2.1 7.2.2	Peat Land Suitability – There had not been any records of land suitability for peat soil as a result of land survey, and as the basis for the implementation of the estates development based on land suitability, including compliance with Minister of Agriculture Regulation (Permentan) 14 year 2009 about the use of peat lands for oil palm plantations	NC	Providing land suitability records covering the entire soil survey information. For example: climate, soil type, soil fertility, drainage depth, drainage, and others.	Before Main Assessment	Feasibility survey reports of peat land in the area planned for new plantings were available, but the existing information did not include information on soil fertility, depth of ground water, drainage and topography, and it was not presented in adequate maps.	Open (Minor)	Before Surveillance
Non conformance Findings in the Main Assessment								
2011.39	2.1.1	Regulatory Compliance –The company had evidence of activity, but it had not been in accordance with following regulations: 1. Regulation on installation of Hazardous Material symbols Regulation of Environmental Ministry (PermenLH) No. 3 / 2008 on Hazardous Waste Symbols. For example, there was no symbols of hazardous material in the warehouse of chemicals and petroleum in Mill areas.	CFA	The company must comply with all applicable regulations.	Before Surveillance			

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2011.40	2.2.5	Mechanism of Conflict Resolution - Conflict resolution mechanisms were already available but the dissemination had been conducted at TBF only	CFA	Conflict resolution mechanisms should be disseminated to all parties concerned.	Before Surveillance			
2011.41	4.4.3	Records of mill wastewater monitoring - Records of mill wastewater monitoring conducted once a month could not be presented completely. For example, Records of BOD monitoring on July, September, October December 2010.	CFA	It is advisable to document all liquid waste monitoring well.	Before Surveillance			
2011.42	4.7.6	Occupational Health and Safety (OHS) License -Based on TBF external training programs realization, there were 2 Boiler operators who had OHS license which was exceed the validity period	CFA	It is advisable to extend the boiler operator SIO.	Before Surveillance			
2011.43	4.7.8	Toxic of Fire Tube - The Company already had adequate extinguisher equipment and performed periodic inspection but based on field visits, sufficient evidence of the toxic validity period for each toxic tube owned by the company.	CFA	It is recommended to complete the information of validity date of toxic for each toxic tube owned by the company	Before Surveillance			
2011.44	5.2.1	Assessment of High Conservation Value (HCV) -The company had established HCV assessment but there had not been enough evidence that Peereview had been done and maps in the documents were not displayed on a sufficient scale as required in Indonesian HCV Toolkit	CFA	It is advisable to conduct peereview of available HCV documents and complete adequate maps	Before Surveillance			

CAR No.	Ref Std	Non conformance	Grade	Requests for Corrective Action	Time Limit	Observation and date	Status	Closed date
2011.45	5.3.2	Grease waste pollution -There were no container vessel (Second Containment) to contain spills or grease in case of leakage. For example in Mandah Estate.	CFA	Companies should make the water tank (Second Containment) to anticipate the grease leak in the storage room of MDE.	Before Surveillance			
2011.46	5.6.2	Records of Smoke Density Meter -Records of Smoke Density Meter could not be presented completely.	CFA	It is recommended to provide and record the entire records of Smoke Density Meter completely	Before Surveillance			

3.2 Summary of Arising issues from public, organization and auditor responds.				
Issues from public		Positive/Negative	Auditor's Response	Response from Mutu Agung
Public Consultation at Telaga Puri Hotel – Tembilahan				
Plantation Agency-Riau Province	The Plantation Agency had conducted estate class assessment every 3 years, and when there were violations of regulations, for example estate management in peat lands, the plantation agency only gave recommendations to the governor whether the plantation business license could proceed or not.	Positive	BNS had not fully understood the rules regarding management of oil palm plantations on peat lands, and management of BNS would always follow its development and was ready to perform the estate class assessments by government agencies.	It would become the basis of RSPO assessment related to management of peat land for plantation at PT. BNS, and specifically as verification material in criteria 2.1
Environmental Body – Riau Province	BNS already had revised EIA documents adjusted to the actual conditions	Positive	The company had been able to show documents of environmental management to the auditor team in the form of revised document of Environmental Management and Monitoring Plan (RKL / RPL)	Will be verified in criteria 5.1 and 6.1
	Environmental Body (BLH) had developed a Master Plan of Peat, which this was the study material in preparing the regional management plan of Riau Province. Based on the Master Plan, BNS region was included in Peat Dome areas (protected areas), however the government had not confirmed what action would be taken to BNS; It was still waiting for final decision from the governor regarding the layout management plan which was still under discussion.	Negative	BNS had admitted knowing the Master Plan that was created by Environmental Body (BLH) Riau Province, and based on interviews and discussions with Environmental Body, auditor team considered that until the main assessment, rules regarding management of peat lands for oil palm plantations were still in serious discussion at the provincial level, so that although BNS areas were included into the area of Peat Dome but the government had not had a sufficient basis for taking action.	It would become the basis of RSPO assessment related to management of peat land for plantation at PT. BNS, and specifically as verification material in criteria 2.1

Issues from public		Positive/Negative	Auditor's Response	Response from Mutu Agung
	BNS had been routinely monitoring the environmental parameters for liquid waste, and the results had been reported to Environmental Body (BLH). However, there were several parameters exceeding the quality standard, and BNS had undertaken efforts to improve it.	Positive	BNS had shown documents of environmental monitoring to the auditor team	Will be verified on criteria 4.4, 5.1, and 5.6
Environmental Body - Indragiri Hilir District	There were some important notes on reporting the implementation of Environmental Management and Monitoring Plan (RKL / RPL) of PT. BNS, particularly the report of semester 1 of 2010; the progress of the installation of sampling holes in the chimney of the empty bunch furnace had not been reported.	Negative	BNS admitted that progress of the sampling holes installation in the chimney of the furnace had not been reported; BNS would immediately report and revise the implementation report documents of Environmental Management and Monitoring Plan (RKL / RPL) semester of 2010.	Will be verified on criteria 5.1
	Waste Water Treatment Plant (WWTP) owned by BNS had not been effective in managing the waste parameters, namely: based on testing there was still environmental parameters exceeding the standard, for example: the parameters of BOD and COD.	Negative	BNS had shown the document of monitoring and testing of mill liquid waste; auditor team found that indeed the test results for the parameters of BOD and COD exceeded the standards. BNS had evaluated the cause, namely there was sedimentation of waste ponds so that corrective action could be taken was deepening the waste ponds using heavy equipment, and in the future, BNS had a plan for utilizing methane biogas of wastewater as one of energy generator.	Will be verified on criteria 4.4, 5.6, and 8.1
	Although there were still somewhat weaknesses, Environmental Body (BLH) considered that PT. BNS was one of the best companies in managing the environment in Indragiri Hilir District	Positive	BNS agreed with Environmental Body's (BLH) statements.	Will be verified on criteria 4.4, 5.1, 5.2, 5.3, and 5.6
	Since 2006, land fire in PT. BNS was quite controllable, but nevertheless Environmental Body (BLH) gave feedback to the audit team to verify the preparedness of the fire because BNS areas were vulnerable peat lands	Positive	BNS already had and implemented land fire emergency response procedures, and already had a team of trained firefighters in each estate.	Will be verified on criteria 5.5, and 7.7

Issues from public		Positive/Negative	Auditor's Response	Response from Mutu Agung
Plantation Agency - Indragiri Hilir District	Plantation agency had been tried several times to communicate with BNS by sending a official letter, but the letter sent had not received any responses from BNS. Plantation Agency requested to the auditor team to verify the letters which had been sent to BNS, for example: a letter regarding the concern for the estate community dated December 10, 2009; a letter concerning the update of	Negative	The auditor team verified the letters posted by the Plantation Agency, the letter documents referred to by Plantation Agency were not found. BNS Management explained that the letters were not received by the estates, possibly the letters were addressed to the representative office of Pekanbaru, or to the	Will be verified on criteria 1.1.
	estate licensing data dated June 3, 2010; and a letter concerning Production Reports dated January 4, 2011 in accordance with Minister of Agriculture Regulation (Permentan) No.26 year 2007.		head office in Jakarta. However, BNS stated that they would communicate further and follow up the letters sent by Plantation Agency of Indragiri Hilir, if indeed there were requests for information from the agency, the BNS was willing to provide it.	
	There were several companies in Indragiri Hilir District which were in arrears of paying taxes regularly, and the Plantation Agency requested the auditor team to verify whether BNS had paid taxes regularly from 2006 until the time of assessment.	Negative	BNS admitted that the company had done the obligation to pay taxes regularly, and documents of evidence of tax payment were in the head office in Jakarta.	Will be verified on criteria 6.11
	BNS had not submitted a Plantation Business Progress Report to the Head of Section of Processing and Marketing of Plantation Crops (P2HP) that should have been done every 6 (six) months.	Negative	BNS explained that until that time, plantation business progress reports were sent to Directorate General of Plantation Agricultural Ministry Jakarta, and BNS had shown evidence of receipt of the report delivery. BNS Management would follow up by communicating with Plantation Agency of Indragiri Hilir district and if it was required to send to the agencies in the district then BNS would send it	Will be verified on criteria 1.1.

Issues from public		Positive/Negative	Auditor's Response	Response from Mutu Agung
	In general in the District of Indragiri Hilir, the oil palm plantations had created CD / CSR programs based on the identification of community needs, and the Plantation Agency advised the team of auditors to check whether BNS had CD / CSR programs.	Negative	BNS admitted that they already had CD/CSR programs and indeed the program made were not based on identification of community needs. For the future, BNS would identify community needs prior to the making of CD / CSR programs.	Will be verified on criteria 6.11
Labor and Transmigration Agency of Indragiri Hilir District	Employment of PT. BNS was fairly good, the company had already reported to labor agency routinely.	Positive	BNS agreed with the statement of Labor Agency of Indragiri Hilir District	Will be verified on criteria 6.5, 6.6, 6.7, and 6.8
	BNS already had a Advisory Committee for Occupational Safety and Health who had been registered to the labor agency.	Positive	BNS could demonstrate Advisory Committee for Occupational Safety and Health (P2K3) structure which had been approved by the Labor Agency to the auditor team.	Will be verified on criteria 4.7
	Periodic medical check up for employees had been carried out routinely by BNS	Positive	BNS had routinely performed periodic medical check up for all employees, and BNS already had a special doctor for medical check up.	Will be verified on criteria 4.6, and 4.7
Islamic University of Indragiri Hilir	The university had sent a letter several times to BNS, but there was no response.	Negative	The letter sent by the university was not found in the location as well as the letter sent by the Plantation Agency of Indragiri Hilir District.	Will be verified in criteria 1.1.
	The university gave advice to the auditor team to verify the CD / CSR program owned by BNS, and the program should be addressed clearly.	Negative	BNS showed CD / CSR program that have been held and the auditor team considered that the program was still voluntary (charity) and incidental, and not based on identification of community needs.	Will be verified in criteria 6.1.

Issues from public		Positive/Negative	Auditor's Response	Response from Mutu Agung
Public Consultation at Art Building of Teluk Bakau Estate				
Head of Rotan Semulur Village	Helping communities around the BNS in terms of: <ul style="list-style-type: none"> • Education (scholarship to IPB & donation to schools around BNS) • Social Contribution on celebration days • Construction of the harbor and ditch • Increased security • Supporting certification of BNS 	Positive	PT. BNS had demonstrated the realization of CSR programs in which there were scholarship donation, religious animal sacrifice. Ditch and harbor construction.	Considered to be verified on minor indicator 6.11.1.

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY**4.1 Formal sign-off of assessment findings**

Hereunder sign by management representative from inspected company to acknowledge a field assessment and agree for all content explained in this assessment report, included of non-compliance findings.

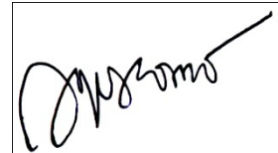
Signed on behalf of:

PT. Bhumireksa Nusa Sejati
Head of PSQM



Mohamad Pirabaharan

Mutuagung Lestari
Lead Auditor



Aryo Gustomo

Annex 1. Checklist of Result of the Main Assessment of RSPO Certification for PT. Bhumireksa Nusasejati		
RSPO Ref.	RESULT OF MUTU VERIFICATION - Certification	STATUS
PRINCIPLE #1 COMMITMENT TOWARDS TRANSPARENCY		
1.1	Plantation company and Palm Oil Mill (POM) should give adequate information to other stakeholders in such an appropriate language and form, in order to gain the existence of effective participation in decision making.	
1.1.1	Records of Information Requests	
ST1	SOP of information requests dated on 28 July 2009 was provided, which includes information requests of stakeholders. Some of them can be shown, but the records were uncontrollable to be re-identified yet. Non Conformance at this indicator is NC-2010.01	X
ST2	Company has provided the mechanism of information requests implementation by using Information Requests Standard Operating Procedures (RSPO/1.1/P1). Recapitulation of requests and responses was composed in the book of Information Requests and Responses of stakeholder/Government. Physical evidence of mails was filed in the List of External Incoming Mails. Sample of Information Requests Mails; was the mail from PT Sumatera Multi Indah No. 62/SMI/BNS-TBE/IX/2010 Dated on 21 September 2010 about the request of Payment receipt for Income Tax (PPH) 23 year 2009. (TBE) Most of the incoming mails were aid requests, for example the document of NPE Information Requests and Response which was 100% aid request. Register for NPE in/out mails were available. The Non Conformance Status of NC-2010.01 declared as closed.	✓
S1		
S2		
S3		
S4		
1.1.2	Response Records towards Information Requests	
ST1	Response for each information requests was stored in the form of file, but just like the above information, those records were uncontrollably to be re-identified yet. Non Conformance at this indicator is NC-2010.01	X
ST2	Recapitulation of requests and responses mails which was composed in the book of Information Requests and Responses of stakeholder/Government was available. Physical evidence of mails was filed in the List of External Incoming Mails. Sample of Information Requests Mails; was the mail from PT Sumatera Multi Indah No. 62/SMI/BNS-TBE/IX/2010 Dated on 21 September 2010 about the request of Payment receipt for PPH 23 year 2009. (TBE) Most of the incoming mails were aid requests, for example the document of NPE Information Requests and Responses which was 100% aid request. Register for NPE in/out mails were available. Based on result of consultation meeting at the capital city of Indragiri Hilir district (Tembilahan) , there were several mails from the Environment Institution of Indragiri Hilir district which haven't been followed up by the Management of PT. BNS and the management stated that they haven't received those mails yet. However, the management of PT. BNS will have coordination with the Environment Body of Indragiri Hilir District regarding this matter. The non Conformance status of NC-2010.01 declared as closed.	✓

S1		
S2		
S3		
S4		
1.1.3	Records of requests and responses were stored by storing the information specified by the Company based on its importance.	
ST1	Information Requests and Responses Document was stored by the organization, but its retention time hasn't been decided yet. This document contains the document of legality list, environment and Social. Non Conformance at this indicator was NC-2010.02	X
ST2	PT. BNS has established the retention time of Information requests and responses for 1 year (Letter of RSPO Project Leader of PT. BNS No. 014/RSPO/BNS/VII/2010, dated on 22 July 2010). Retention time of a document based on the type and level of importance should be considered. The Non Conformance status of NC-2010.02 declared as open with minor categories.	X
S1		
S2		
S3		
S4		
1.2	Company's document is available for public, unless document protected by commercial confidentiality or if its disclosure gives negative impacts towards environment and social.	
1.2.1	Types of Information and Responses given include documents that suit the required national regulations.	
ST1	(1) Legal: Permit Documents (Location Permit, Plantation Permit, Certificate of Land Use Rights (HGU) or (2) Documents which lead to the management of Land Use Rights (HGU) Certificate in accordance with the terms of its phases. (3) Environment : Document of Environment and Social Impact Analysis (AMDAL/UKL-UPL), Management and environment monitoring report (RKL-RPL Report). (4) Social : Documents of social activity and relationships with the community. (5) Documentation of health and safety program. (6) Documentation of improvement and continuous program List of the above mentioned document has been made and kept in PSD Pekanbaru office and need consideration on distributing the related and relevant documents in BNS location as the operation management unit. Non Conformance in this indicator is CFA-2010.03	X
ST2	Legal includes ; (1) Licenses such as Land Use Rights (HGU) No. 01, Riau Province, Indragiri Hilir District, Kateman District, Rotan Semelur Village/Sub District, Entry List 208 No. 5761 1996, Entry List 307 No. 698 1996, 05.04.08.02.2.00001 Area: 13,900 and No. 02, Riau Province, Indragiri Hilir District, Kateman District, Tagaraja Village/Sub District, Entry List 208 No. 5762 1996, Entry List 307 No. 699 1996, 05.04.08.03.2.00002 Area: 11,762. Permanent Business License (Decree of Investment Coordinating Board Number 1119/T/Agricultural/Industry/2005 about Permanent Business License), License of Business Place , Letter from the Government of Indragiri Hilir District, Pelangiran Sub District, Number: 232/PLG-IX/2008 about Recommendation to get Business Place License (SITU). Issued at Pelangiran dated on 12.09.2008 by Head of Pelangiran Sub district H Lukman Hakim 010760344), with BAP attachment, Pier Permit (e.g. Decree of Minister of Transportation Number KP. 337 year 2002 on the	√

	agreement of pier management for own interests at the area of Sungai Guntung pier working environment to support the field activities of PT. BNS Palm Oil Processing industry. Stated in Jakarta dated on 29.11.2002 by Minister of Transportation Agum Gumelar, M.Sc.), Building Permit/IMB (e.g.; Excerpt of Decree Number B-116/II/HK-1999 on the granting of IMB. Stated in Tembilahan 24.02.1999 by Head of sub district of KD Tk II Indrahil Sekwilda ub Tata Praja Assistant (Drs. Subroto, Penata Tk I, NIP 010079055)), Business Interruption permit etc (2) Document that leads to the process of Land Use Rights (HGU) according to stages (Area Releasing Permit- Decree of Forestry Minister No. 98/Kpts-II/1993 on the release of parts of S. Kateman dsk forest groups which located at the district of regional level 2 Indragiri Hilir, Province of regional level 1 Riau covering an area of 93,021.37 ha. Rights for the cultivation of hybrid coconut, sugar cane and cassava plantations in the name of PT Bhumireksa Nusasejati. Stated in Jakarta, 20.02.1993 by Minister of Forestry, (3) Environment/ Social Document; RKL/RPL and its revision, HCV identification, Social Impact Analysis. Non Conformance Status of NC-2010.03 declared as closed.	
S1		
S2		
S3		
S4		
1.2.2	Records of requests and responses were stored with retention time specified by the Company based on its importance.	
ST1	See indicator.1.1.3 Non Conformance status in this indicator is NC-2010.02.	X
ST2	PT. BNS has established the retention time for 1 year (Letter of Project Leader RSPO PT. BNS No. 014/RSPO/BNS/VII/2010, dated on 22 July 2010. However, retention time of a document based on the type and level of importance should be considered. The Non Conformance status of NC-2010.02 declared as open with minor categories.	X
S1		
S2		
S3		
S4		
PRINCIPLE #2 COMPLYING APPLICABLE LAWS AND REGULATIONS		
2.1	There's compliance towards all applicable laws and regulations, either local, national or international, which have been ratified.	
2.1.1	Evidence of Compliance with the applicable and related Laws.	
ST1	This organization has a list of regulations related to the operations of oil palm plantations and mills. However, some regulations have not been included and updated such as Regulation of Forestry Minister No.14/PL.110/2/2009 - guidelines for use of peat soils for oil palm plantations. Presidential Decree no 32/1990 on the establishment of protected areas. Law No 32/2009 Protection/ Management of Environment, Minister of Environment No.245/2009 , License for Waste Disposal Location of PT. BNS's Hazardous waste, Environment Regulation No. 18/2009 License of Hazardous Waste Management, Regulation of the Minister of Environment No. 3/2008 Hazardous Waste Symbol, Etc. Non Conformance in this indicator is NC-2010.04	X

ST2	<p>List of regulations related to the operational activities of oil palm plantations and mills is available, including Regulation of Forestry Minister No.14/PL.110/2/2009 - guidelines for use of peat soils for oil palm plantations. Presidential Decree no 32/1990 on the establishment of protected areas, Law No 32/2009 Protection/ Management of Environment, Minister of Environment No.245/2009 License for Waste Disposal Location of PT. BNS's Hazardous waste, Environment Regulation No. 18/2009 License of Hazardous Waste Management, Regulation of the Minister of Environment No. 3/2008 Hazardous Waste Symbols. Non Conformance status of NC-2010.04 declared as closed.</p> <p>However, some company's activities which haven't met the required regulations were still found, such as The Regulation of Hazardous Material Symbols Installation, Regulation of Forestry Minister No. 3/2008 on Hazardous waste symbols. For example there is no Hazardous Material symbol at the warehouse storage of chemicals and Fuel at mills areas. This caused a new Non Conformance, which was CFA-2011.39 with Comment For Action Category.</p>	X
S1		
S2		
S3		
S4		
2.1.2	Evidence of an effort to make adjustments to the regulation changes.	
ST1	See major indicator 2.1.1 - regulations related to the activities of oil palm plantations and mills were not fully updated. Non Conformance in this indicator is NC-2010.04	X
ST2	Evidence of adjustment towards regulation changes in the form of update list of data and physical laws which were referenced in the operational of PT. BNS' Oil Palm Plantation Management is available. Non Conformance Status of NC-2010.04 declared as closed.	✓
S1		
S2		
S3		
S4		
2.1.3	Evidence of a documented system that contains information and legal requirements that must be met by plantation companies.	
ST1	Evaluation of compliance with the applicable regulations and requirements have been performed and documented, but there were some rules that have not been evaluated so that the compliance information on that regulations haven't been fully seen. Non Conformance in this indicator is NC-2010.04	X
ST2	Evaluation to the compliance of PT. BNS's regulations in 2010 which have been documented and evaluated according to their status is available. Non Conformance Status of NC-2010.04 declared as closed.	✓
S1		
S2		
S3		
S4		

2.1.4	Mechanism of Evaluation to the implementation of the required and relevant law compliance	
ST1	List of regulations that related to Oil palm plantation and mills activities is available, but evaluation of compliance with these regulations has not been fully carried out, including updating those regulations as references – See Major Indicator 2.1.1 and minor 2.1.1. Non Conformance in this indicator is NC-2010.04	X
ST2	Legal Requirements for Standard Operating Procedure (RSPO/.2./PH) July 28, 2009, which set the compliance evaluation of regulations related to activities at Minamas Plantation Operational Unit. Non Conformance status of NC-2010.04 declared as closed.	✓
S1		
S2		
S3		
S4		
2.2	The right to control and use land can be proven and is not legally required by the communities with proven rights.	
2.2.1	Documents that credited the lease of the land in accordance with laws and regulations required.	
ST1	Legality of companies land concessions in the form of land use rights No. 70/HGU/BON/1995 dated 17 November 1995. In addition, there is land map that describes land area with map image in the form of boundaries pole issued by BPN.	✓
ST2	Legality of Land Tenure, in the form of; Land Use Rights (HGU) No. 01, Riau Province, Indragiri Hilir District, Kateman Sub district, Rotan Semelur Village, Entry list 208 No. 5761 1996, Entry list 307 No. 698 1996, 05.04.08.02.2.00001 Area: 13,900 ha, validity period 23.05.1996 to 23.05.2031 Land Use Rights (HGU) No. 02, Riau Province, Indragiri Hilir District, Kateman Sub district Tagaraja Village, Entry list 1 208 No. 5762 1996, Entry list 307 No. 699 1996, 05.04.08.03.2.00002 Area: 11,762 ha, validity period 23.05.1996 to 23.05.2031	✓
S1		
S2		
S3		
S4		
2.2.2	Legal evidence/legal area boundaries has been demarcated clearly and taken care.	
ST1	Legal evidence of boundaries pole at location and field in the form BPN's boundaries pole was hard to be neither found nor identified. Boundaries pole found was internal made or planting boundary and/or trench, e.g. : Boundaries line between PT. BNS and Balaras Village, Bagong Village (Only internal made boundaries was found). Non Conformance in this indicator is NC-2010.05	X
ST2	In accordance with reports of main stakes installation of PT. BNS land use rights until 30 December 2010, 17 from 25 planned area boundary markers have been both re-installed and re-maintenance. 8 units haven't been installed at occupation area. Based on field visits in Rotan Semelur Estate (RSE) condition of pal No 60 has been updated and well maintained. Non Conformance status of NC-2010.05 declared as closed.	✓
S1		
S2		

S3		
S4		
2.2.3	If there is, or is there a dispute, then there would be a completion of evidence or progress of completion which process of conflict resolution could be accepted by the parties.	
ST1	Claim of Land was recorded and documented. From 5 estates, there was only 1 estate; NLE which hasn't been identified for area/land claiming. While other 4 estates have been identified. Based on organization records for several areas which land being claimed, some have completed their process of compensation. Identification on Illegal land (Land Conflict) has been implemented and divided into land conflicts that have been resolved with compliance evidence; and haven't been resolved. For land conflicts which haven't been resolved. Organization hasn't been able to prove the completion process which resolution can be accepted by both parties, for example: Rotan Semelur Estate (RSE) identified as land conflicts which haven't been resolved, covering the area of 433,71 Ha (13 people claimed this land, including ± 30 Ha land claim, owned by family of the late Nurung (Mr. Agus) which has been planted by oil palm in year 2002. Non Conformance in this indicator is NC-2010.06	X
ST2	<p>The Document of Social Impact Assessment contained overlapping issues of soil/land in the form of Land Use Rights of land which was controlled by community and has never been compensated. The management policy of PT. BNS is by not doing an expansion of Oil Palm cultivation/plantation at the area of occupation land in accordance with the memorandum dated on Januari 17, 2011 from PSQM Department of Minamas Plantation. There was no sufficient evidence which prove that the company was developing the conflict resolution progress (Occupation land) covering 5.069 Ha. There were areas of HCV 1, 3 and 4 (potential) inside of occupation area so that PT. BNS was unable to perform an act of HCV management and monitoring optimally. As well as the installation of boundaries pole of areas. Inside the work area of PT. BNS there was still an area of 5,069 hectares of land occupation (In RSE, MDE and NPE). Related to this case, auditor team had not found sufficient evidence that resolutions efforts accepted by the parties had been done.</p> <p>Companies should provide the progress of resolution accepted by the parties on unresolved land occupation. Non Conformance Status of NC-2010.06 declared as open with Major Category.</p> <p>Verificaton on 18 April 2011: Company has been provided a record of formal testimonial which is shown a meeting between Company with the local communities on 24 March 2011. The result of meeting was concluded BNS will not open the land where local communities has occupied inside BNS work area, and the local communities will not disturbing BNS's area by increasing the current extent area. This meeting was involving all parties including BNS management, local communities, and Head of Village.</p> <p>Auditor has considered this progress as a corrective action taken by company; and the further verification would be carried out during subsequent surveillance visits. Status non conformance NC-2010.06 is considering Open with Minor category.</p>	X
S1		
S2		
S3		
S4		

2.2.4	Evidence of Land Acquisition Completion with Free Prior and Informed Consent.	
ST1	The Organization has completed some of the claimed lands which was in the form of indemnity agreement letter agreed by BNS and particular community, witnessed by the Head of Neighborhood, Head of village and Head of Sub district, and attached with payment receipt and picture of related parties, e.g.: Agreement dated on 31/3/2010 between BNS and Mr. Dasril. Further, those claimed lands have been identified in the form of map, and if the community who claim the land are willing to accept a substitution for their lands (Indemnity), then an inventory and re-measurement on the map will be conducted.	✓
ST2	Evidence of Land Acquisition Completion until the year 2010 is available (e.g.; Original File of Indemnity on August 1, 2003 covering an area of 255 Ha at Village II Dendan, Simbar village , Kateman sub district) and according to the latest policy form the management of PT. BNS, there will be no addition of plants since January 2011.	✓
S1		
S2		
S3		
S4		
2.2.5	Mechanism of Conflict Resolution which can be accepted by all parties was available.	
ST1	Conflict Resolution Mechanism has been inserted into Conflict resolution Procedure (RSPO/2.2/PK). However, this procedure hasn't clearly confirmed whether that mechanism was accepted by all parties or not. Non Conformance in this indicator is NC-2010.07	X
ST2	Conflict Resolution Mechanism has been inserted into Conflict resolution Procedure (RSPO/2.2/PK). Procedure has performed additions/revisions towards Conflict Resolution Mechanism which involve all stake holders. Socialization to Conflict resolution Mechanism has been implemented, but it was only in TBF carried on March 27, 2010, records of socialization were documented in the form of attendance list and photos of participants. Mechanism of Conflict Resolution is available but its socialization has just been conducted at TBF. Non Conformance Status of NC-2010.07 declared as closed , but a new non conformance, CFA-2011.40 with Comment for Action Category was raised.	X
S1		
S2		
S3		
S4		
2.3	Use of Land for Oil Palm doesn't reduce right under law and traditional rights of another user without prior approval from them.	
2.3.1	Records of negotiation process between the owner of traditional rights (if available) with Palm Oil Mill which completed with map records in an appropriate scale.	
ST1	Based on result of interviews with head of Pelangiran Sub district community, either BNS area or its surroundings were not area of customary or traditional rights. In addition to that, based on identification on 3 rd -party and social survey. implementation, result showed that there was no land in BNS area claimed as land of traditional rights.	✓

ST2	Based on the results of social impact analysis revealed that there was no traditional rights land found in the working area of PT. BNS. Based on information from the management of PT. BNS (Mr. Maryono), there was no traditional rights land in the working area of PT. BNS Based on field visits, interviews with Parit 19 community (Zarkawi and Siti), and Parit Ikhwan community (Muriyah), stated that there was no traditional rights land in the working area of PT. BNS.	√
S1		
S2		
S3		
S4		
2.3.2	Map with sufficient scale which shows the areas of recognized traditional rights lands is available.	
ST1	See indicator 2.3.1 above – there was no area under traditional rights.	√
ST2	Traditional rights weren't found at PT. BNS.	N/A
S1		
S2		
S3		
S4		
2.3.3	Copies of negotiated agreements provided with approval processes.	
ST1	See Indicator 2.2.4 above – Company has a complete copy of negotiations in resolving compensation process happens.	√
ST2	There is an evidence of land acquisition completion until the year 2010 (e.g.; Indemnity Original File on August 1, 2003 covering an area of 255 Ha at village II Dendan, Simbar village, Kateman sub district) which includes the protocol of community arable land acquisition and its attachments signed by the parties of PT. BNS, Community Leaders, NGOs and acknowledged by official government (Head of the Small Villages, Head of village, and Head of sub district), joint statement with community that owned the arable land, evidence of compensation receipt, Statement of releasing the owner rights on each land owned, inventory result of existing plants, businesses and buildings, recognition letter of each land owner rights, documentation and implementation of compensation process (Photographs of landowners who receive compensation).	√
S1		
S2		
S3		
S4		

PRINCIPLE #3 COMMITMENT TO LONG TERM ECONOMIC AND FINANCIAL FEASIBILITY.		
3.1	There is an implemented management plan that aims to achieve long term economic and financial security.	
3.1.1	Company's Work Plan Document for a minimum period of 3 years.	
ST1	<p>PT. BNS has a long-term work for each estates and mills, in the form of documents :</p> <p>1) Budget Presentation 2010/2011 & Projection 2012-2014, Rotan Semelur Estate. Consist of:</p> <ul style="list-style-type: none"> • Total Cost Analysis: Fixed cost, direct cost, capital expenditure, and fixed asset. Operational cost per FFB kg in year 2009/2010 as much as Rp. 845; year 2010/2011 as much as Rp. 1,145. • Statement Area: Mature plants 3,651 ha; immature 486 ha; land clearing plan in year 2010/2011 500 ha; Occupation area 2,904 ha (2009/2010) 2,404 ha (2010/2011), and 1,904 ha (2011/2012). • Production tonne/ha per year of planting. Actual in year 2007. For 16 years plants 17.6 tonne/ha, 15 years 15.2 tonne/ha, 14 years 9.8 tonne/ha, 12 years 10.9 tonne/ha, 11 years 8.9 tonne/ha. Budget 2009/2010: 19.22 tonne/ha (year of planting 1995), 20.4 tonne/ha (year of planting 1996), 17.47 tonne/ha (year of planting 1997), 19.54 tonne/ha year of planting 1997). • Labor Position • Total Cost and Composition • Employee's Average Wages. 	√
ST2	Same with pre assessment Long-term Work Plan is available on site for each estate and mill. Company has developed a work plan for the period of 2010/2011 until 2012-2014.	√
S1		
S2		
S3		
S4		
3.1.2	Annual Replanting Program Plan for a minimum 5 years ahead with review conducted annually.	
ST1	<p>BNS has developed a plan for long-term replanting program, for example : Document of Long Range Replanting Programme 2010-2030, Teluk Bakau Estate, which consists of :</p> <ul style="list-style-type: none"> • Replanting Program for plants with year of planting 1993 will be conducted in year 2016/2017 (171 ha) and year 2017/2018 (191 ha). • Replanting Program for plants with year of planting 1994 will be conducted at year 2017/2018 (209 ha), year 2018/2019 (400 ha), year 2019/2020 (400 ah), year 2020/2021 (400 ha), year 2021/2022 (220 ha), year 2022/2023 (220 ha), year 2023/2024 (220 ha), year 2024/2025 (273 ha), year 2025/2026 (322 ha). • Replanting Program for plants with year of planting 1995 will be conducted at year 2024/2025 (267 ha) and year 2025/2026 (68 ha). • Replanting Program for plants with year of planting 1996 will be conducted at year 2026/2027 (242 ha). 	√

ST2	Same with pre assessment Long-term Work Plan is available on site for each estate and mill. Company has developed a work plan for the period of 2010-2030.	✓
S1		
S2		
S3		
S4		
PRINCIPLE #4 USES OF BEST PRACTICES AND RIGHT BY THE ESTATE AND MILL.		
4.1	Procedure of operation will be appropriately documented and consistently implemented and monitored.	
4.1.1	SOP of Estates from LC(Land Clearing) to harvesting is available.	
ST1	State SOP of: 1. (Agricultural Reference Manual) 110/EST-ARM/08, Minamas Plantation, endorsed on August 19 , 2008by CEO (Franky Anthony). No Copy: 20.11.12, December 22 nd , 2008. Consists of : Plants materials , Breeding Techniques, Replanting, Land preparation, Land maintenance, fertilization, Fertilization on immature, TBM Fertilization with empty bunch, ablation, maturity standard, harvesting interval, loose fruits collection. 2. SOP of Manual Agronomic Practices - Oil Palm, endorsed on December 1 st , 2004, by Indonesian Group Head Plantation. Consists of : Breeding, Field Preparation , Land and Water Conservation, Construction and maintenance of roads/bridges, Nuts planting, Oil Palm planting, Control of weed, pest, disease, pesticides and their management, Fertilization, Tree Branches, harvest , Transport Management, Peat Land and Administration.	✓
ST2	Agricultural Reference Manual 110/EST-ARM/08, Minamas Plantation, endorsed on August 19, 2008 by CEO (Franky Anthony). No Copy: 20.11.12, December 22 nd , 2008. Consists of : Plants materials , Breeding Techniques, Replanting, Land preparation, Land maintenance, fertilization, Fertilization on immature plants, Fertilization on immature plants with empty bunch, ablation, standard of maturity, harvesting interval, loose fruits collection. At Main Assessment time, the Company showed the Memorandum of Head Plantation Operations No. POD-Mill-015/IV/2007. Which states that the SOP that apply in estate is Agricultural Reference Manual 110/EST-ARM/08, Minamas Plantation. So that SOP of Manual Agronomic Practices - Oil Palm declared as expired and withdrawn from the estate. There is also Water Management SOP of PT Bhumireksa Nusasejati No. Policy 01/BNS/III/09 , endorsed on March 25 th , 2009 by RSS Estate GM (Ahmad Sahfengi) and SOU Chairman (Syahril. AS).	✓
S1		
S2		
S3		
S4		

4.1.2	SOP of mills, from FRESH FRUIT BUNCH receipt to dispatch of CPO & PKO is available.	
ST1	<p>SOP of mills is available in the form of :</p> <ol style="list-style-type: none"> 1) Document of Operational Administration Procedure for Palm oil mills , Minamas Plantation, No. Policy 130/POD-FAC/07, but no endorsement from relevant officials. The contents of the procedure include : Chapter 3.2.3 on FFB Admission Procedures and Weighing Process, Chapter 3.2.4 on Weighing procedure of Palm Oil and Palm kernel and Chapter 3.3.1 regarding the Expenditure procedure of Palm Oil and Palm kernel 2) Technical Guidelines of mills Volume 1, Minamas Plantation, No. Policy 110/POD-FAC/07, but no endorsement procedure include : Chapter 1.1 on the admission of fruit, Chapter 1.2 on boiling, Chapter 1.3 on Striping, Chapter 1.4 Digesting, Chapter 1.5 Pressing, Chapter 1.6 Purification, Chapter 1.7 Separation of seeds and Coir, Chapter 1.8 on Kernel station , Chapter 2.1 on Palm Oil accumulation (hoarding) 3) Technical guidelines of Palm Oil Mills, Volume II, Minamas Plantation, No. Policy 120/POD-FAC/07. The contents of Procedure include : Types of boilers, power generators, diesel generator, and generator working factors, ion and maintenance of electrical panels, supply networks, security and safety . Non Conformance in this indicator is CFA.2010.08 	X
ST2	<p>At Main Assessment time, the Company showed the Memorandum of Head Plantation Operations No. POD-Mill-015/IV/2007 endorsed on April 17th, 2007. Which states that document :</p> <ol style="list-style-type: none"> 1. Operational Administration Procedure for Palm oil Mill, Minamas Plantation, Policy No. 130/POD-FAC/07. 2. Operational Administration Procedure for Palm oil Mill, Minamas Plantation, Policy No. 130/POD-FAC/07. 3. Technical Guidelines for Palm oil Mill Volume II , Minamas Plantation, Policy No. 120/POD-FAC/07. <p>Is a document that used as Standard Operating Procedure for mills operations and based on observation at Teluk Bakau Mill, those 3 documents were located at the mill. Non Conformance Status of CFA.2010.08 declared as closed</p>	✓
S1		
S2		
S3		
S4		
4.1.3	There is an activity of inspection or monitoring to Operational activity at least once a year.	
ST1	<ul style="list-style-type: none"> • Organization conducts periodic checks that consist of : Examination by Internal Audit once every 6 months. E.g.: Group Corporate Assurance Report No: PL_0901_I152_RSE.P_RTN2_TAP, Rotan Semelur Estate, March 18th, 2010, Period of visits July - December 2009. Consists of : Financial Aspect, Inventory and Purchase of Goods, Plant Care and Fertilization, Harvesting and Transportation. • Examination by Plantation Advisor once every 6 months. For example: Plantation Advisor report No:1/09-10, Teluk Bakau Estate. Date of Visit 24 - 25 July 2009. Consists of: Condition of dish checking, selective weeding activities, maintenance of channel, harvesting, pruning activity, soil-water conservation activity and water management. • Examination by Mill Advisor once every 4 months . For example : Mill Visit Report No: Minamas/TBF/02/09-10, Teluk Bakau Mill. Date of Visit 18-19 January 2010. Consists of : product quality inspection and losses, efficiency of product and maintenance. 	✓

ST2	Inspection on estates and mills operational activities has been conducted every 6 months. For example : Examination by Plantation Advisor, report No. MINAMAS/TBE/3/09-10. Date of Visit 24 - 25 March 2010. Consists of : Potential Results, Dish condition checking, weeding selective activities, pests and disease control, land and water conservation, fertilization, channel maintenance, harvesting, pruning activities, working achievement and water management.	✓
S1		
S2		
S3		
S4		
4.1.4	Records of operational activities result are available.	
ST1	<p>There are records of operational activities, in the form of: Production of fresh fruit bunch (FFB) per Afdeling, Teluk Bakau Estate. E.g.: Afdeling 1, year 2007/2008 as many as 16.695 tonnes; ye 2008/2009 as many as 15,109 tonnes.</p> <ol style="list-style-type: none"> Estate Unit report of Nusa Lestari Estate, In March 2010. Consists of: <ul style="list-style-type: none"> • Production Costs Rp. 426/kg (budget Rp 716/kg) • Production Statistic, actual 3,477 tonnes; budget 4,000 tonnes. • Weeds control in dish chemically. Actual Rp. 76,536 /ha; budget Rp. 70,621/ha. • Control of Pests and Disease. Actual Rp. 28,136/ha; Budget Rp. 19,250/ha. Estate Unit report of Nusa Perkasa Estate, in December 2009. Consists of : Cost of land clearing Rp. 11,120,607. Report of Fresh Fruit Bunch quality examination, dated on April 7th,2010. 	✓
ST2	<p>There's an availability of management report which being reported every month for the estate which contains Area Statement, Organizational structure, Human resource department and community. (Organizational structure, statistic and distribution of labors/employees, building facilities and infrastructure, rainfall, Fresh fruit bunch production, (Statistic of fresh fruit bunch, Recapitulation of Production/year planted, Fruit cut output, fresh fruit bunch Production and Costs, Costs and harvest), Mature Plants (recapitulation of Maintenance, Maintenance per year of planting, Pests and Diseases Control), Immature plants, New Plants, Traksi/Transport, Local SPK working progress, General Costs, Production costs, stock and non plant capital.</p> <p>PT. BNS' Monthly Report Period of January 2011 contains about : Production Statistic, Mill's Capacity and utility, Production Quality, production losses of processed (Loss percentage of Palm Oil against Processed Fresh Fruit Bunch (FFB) and loss percentage of Palm kernel against processed fresh fruit bunch (FFB)). Total Mill Cost, Mill Processing Cost, Mill station Analyzed By cost Category (Reception, Fruit Handling, Sterilization, Thresing, Pressing, Clarification, Depericarping, Kernel Recovery Station, Boiler Station, Power Generation, Product Storage and Despatch, Laboratory, Oil Recovery, water Treatment Plant Effluent, Treatment Plant, Work Shop and Maintenance, EFB Disposal), Mill Fixed Cost, Selling Expence CPO and PK, Running Account Engine Water – Evit detail, Engine room operational reports.</p>	✓
S1		
S2		
S3		
S4		

4.2	Practices in maintaining soil fertility or if possible improving soil fertility to a level that provides optimal and sustainable results.	
4.2.1	Records of periodic analysis to land, leaves and visual.	
ST1	Land Analysis Results can't be shown. Technical field reports, recommendation of fertilization 2009/2010. Sampling of leaves on January 22 nd , 2008. Will be verified at the time of main assessment activities. Non Conformance in this indicator NC-2010.09	X
ST2	Leaves analysis activities has been conducted since fertilization program, records of results of leaf analysis in 2006, 2008 and 2010 are available. Measured parameters include: N, P, K, Mg, Fe, Cu, Zn and B. Examples of leaf analysis implementation in 2009 in Block O19, area 51 ha, Peat soil type, principal amount 6760 with result: Dust (5:11%), N (2.73%), P (0.212%), K (0.993%), Mg (0.381%), Fe (86.5ppm), Cu (6.8 ppm), Zn (17.2ppm) and B (20.2ppm). Land analysis has been conducted since 2010 and document (proposal) for the land fertility survey implementation of PT. BNS since 2012 and which will be held regularly every 5 years is available. Sample of Survey and land analysis results which been conducted in 2010, was located in Block 3106, Div 5, Rotan Semulur Estate, which was the planned area for new plants. However, records of land analysis at the area planned for the new plants has not been provided with a sufficient scale map. As for the area of mature plants, analysis of land has not been conducted yet. Report of results of research on the effect of some micronutrient fertilizer towards the growth of oil palm in peat soil (Experiment Serial Code : No. A-05/OPR-MRC/BNS/X/06). Research location: BNS Area, Nusa Perkasa Estate and Mandah Estate, November 2006 to November 2007. Results of experiment show : Increased number of leaves, 2 leaves per month; Production of female flowers 2 flowers per stake; midrib cross-sectional area 0,7 cm with length 0,7 cm, with length around 10 cm per six months; Nutrient Content N=2.997; P=0.218;K=0.994; B=15.267; Cu=14.300; Zn=22.233; Fe=64.733. Non Conformance status of NC-2010.09 declared as open with Minor category.	X
S1		
S2		
S3		
S4		
4.2.2	Records of activities to maintain and improve soil fertility (through fertilization, legume crops, empty bunches application, land application) based on the results of the analysis in 4.2.1.	
ST1	Available : <ul style="list-style-type: none"> • Recommendation of fertilization in year 2009/2010 Teluk Bakau Estate. For year of planting 1995, Fertilizer dose N 0.07 kg/stake; NK Blend fertilizer 2.4 kg/stake (rotation 1) and 1.91 kg/stake (rotation 2); RP fertilizer 0.48 kg/stake; MOP fertilizer 0.59 kg/stake; Dolomite fertilizer 0.48 kg/stake; HGFB fertilizer 0.06 kg/stake; Zincop fertilizer 0.121 kg/stake. • Fertilization Monthly report per Block (Bunch Ash) Year 2009/2010 • Mature Plants fertilization year 2009/2010, Teluk Bakau Estate, March 2010. <p>Organization has not implemented an evaluation to activities above. E.g. : evaluation to fertilization activities towards level of soil fertility. Non Conformance in this indicator is CFA-2010.10</p>	X

ST2	<p>Available:</p> <ul style="list-style-type: none"> Recommendation of fertilization in year 2009/2010 Teluk Bakau Estate. For year of planting 1995, Fertilizer dose N 0.07 kg/stake; NK Blend fertilizer 2.4 kg/stake (rotation 1) and 1.91 kg/stake (rotation 2); RP fertilizer 0.48 kg/stake; MOP fertilizer 0.59 kg/stake; Dolomite fertilizer 0.48 kg/stake; HGFB fertilizer 0.06 kg/stake; Zincop fertilizer 0.121 kg/stake. Fertilization Monthly report per Block (Bunch Ash) Year 2009/2010 Mature Plants fertilization year 2009/2010, Teluk Bakau Estate, March 2010. <p>Organization has not implemented an evaluation to the above mentioned activities. For example : Reports of Research Results are available .</p> <ol style="list-style-type: none"> Effect of Some micronutrient Fertilizers Kind on the Growth of Oil Palm in Peat soils (Experiment Series Code: No. A-05/OPR-MRC/BNS/X/06) Review of the application of Peat Key Plus fertilizer on PT. BNS' peat soil (Experiment series code: No. A.02/OPR-MRC/BNS/VI/06), and 3. application methods of CuSO₄ and ZNSO₄ on Oil Palm. <p>Sample of research result – treatment effect of Trunk Injection and Micro fertilizer concentrations on Micro Nutrient Deficiency at PT. BNS-Nusa Perkasa Estate. The results showed : Increased number of leaves, 2 leaves per month; Female flower production, 2 flowers per stake; midrib cross-sectional area 0.7 cm with midrib length 0.7 cm , with midrib length around 10 cm per 6 months; Macro nutrient N=2.997; P=0.218; K=0.994; B=15.267; Cu=14.300; Zn=22.233; Fe=64.733. Non Conformance status of CFA-2010.10 declared as closed.</p>	✓
S1		
S2		
S3		
S4		
4.3	Practices on minimizing and controlling land erosions and degradation.	
4.3.1	Available Maps of Marginal land	
ST1	<p>Marginal land can't be shown yet. Non Conformance in this indicator is NC-2010.11</p>	X
ST2	<p>For peat soils, marginal land is classified based on factors: the depth of peat, peat maturity level, the potential of pyrite and the level of soil fertility. Related to these studies the BNS has never been conducting semi-detailed soil survey and details on mature plants. Thus PT. BNS does not have adequate maps of Marginal Land. Available reports of soil analysis, depth of peat and peat maturity analysis on each epipedon (layer) on land for new plants. Survey method using grid system (500 x 1,000 m). However, the survey results were not presented on adequate maps. Non Conformance status of NC-2010.11 declared as open with minor category.</p>	X
S1		
S2		
S3		
S4		

4.3.2	The management strategy for planting in areas with a certain slope (taking into consideration of local climate and soil conditions) is available.	
ST1	No sloping land.	✓
ST2	Based on the results Topographic Map monitoring, the entire area of BNS is the area with flat topography (Slope Class A) and Organic soil type (Peat). Thus no special strategy is needed in the management for planting in areas with a certain slope with consideration of local climate and soil type).	✓
S1		
S2		
S3		
S4		
4.3.3	Land maintenance program is available	
ST1	Design of areas in PT.BNS is canals which are used as the main transportation routes for the transportation of fruit, supervision, and other activities. Road maintenance activities at PT. BNS such as maintenance of the canal by cleaning the dirt (e.g. Water Moss) that exist along the canal by suctioning them using machine. Each unit has Canal cleaning working program, such as Document of Moss Suction Machine Working Program, Nusa Perkasa Estate, Division 1 and 2, Year 2009/2010.	✓
ST2	Based on the results of field observations, area arrangement has implemented a channel design, which consists of: the main canals, secondary canals and tertiary canals. Documents of Moss Suction Machine work program, Nusa Indah Perkasa Estate, Division 1 and 2, Year 2010 and 2011 is available. Maintenance of the canals beside dirt cleaning (e.g. water moss) is planting activities on the canal embankment to prevent speedboat waves abrasion with Angsana plants/Burma rosewood, acacia, Chinese weed and alligator weed.	✓
S1		
S2		
S3		
S4		
4.3.4	Management Program of peat soil water level to minimize peat soil surface abrasion is available.	
ST1	The organization has implemented a daily monitoring on water level in each estates for example: Document of KUT water level monitoring at PT. BNS in March 2010. But an evaluation related to the abrasion of peat soils surface has not been implemented yet. The organization shall conduct an evaluation of water level measurements, and conduct efforts to maintain the water level at the boundary- average of 60 cm (range 50-75cm). Non Conformance status in this indicator is NC-2010.12. Will be verified at main assessment time.	X
ST2	PT. BNS has implemented a daily water level monitoring. Records of the measurement results are listed in report of management and monitoring activities which was made every semester in each year and reported to the Environment Body. For the measurement of the decrease (abrasion) of surface level of new peat soils is the installation of Phizo Meter equipment (4 points throughout the whole BNS working area). Auditor team assessed that number of installed tools (Phizo Meter) have not represent the whole area.	X

	<p>BNS has implemented a preventive action on maintaining the surface water level by setting the distribution of water through the water gate.</p> <p>However, An evaluation of surface water level towards the decrease of peat soil monitoring has not been implemented by PT. BNS yet. Non Conformance Status of NC-2010.12 declared as open with minor category.</p>	
S1		
S2		
S3		
S4		
4.3.5	<p>Marginal land management strategies and other critical soil (sandy soil, soil containing sulfuric acid, low organic matter content) are available</p>	
ST1	<p>Can't be shown yet</p> <p>Non Conformance in this indicator is NC-2010.12</p>	X
ST2	<p>There were no planning documents related to the marginal land management strategies and other critical soil (sandy soil, soil containing sulfuric acid, low organic matter content).</p> <p>PT. BNS had never done semi-detailed survey or detail, so that there were no available data or information regarding the presence or absence of marginal land in the working area of PT. BNS. New soil survey activities will be held in 2012 in accordance with the proposals contained in Soil Fertility Survey, published by PT. BNS Minamas Agronomy Research Centre in 2011 for implementation in 2012. Non Conformance Status of NC-2010.12 declared as open with minor category .</p>	X
S1		
S2		
S3		
S4		
4.4	<p>Practices on maintaining the quality and availability of surface and ground water.</p>	
4.4.1	<p>Protection of waterways and wet lands, including protecting and maintaining the river border area at the time of or prior to replanting</p>	
ST1	<ul style="list-style-type: none"> ▪ The organization has conducted several activities related to the protection of water and wetlands in several ways, for example: The Planting of alligator nests grass and Chinese bamboo along the canal to prevent erosion on the banks of the canal. ▪ No herbicides spraying along waterways and wetlands. ▪ Perform water quality testing every six months. ▪ Monitoring of BOD effluent periodically. ▪ Monitoring of water use per tonne of fresh fruit bunch for the process of fresh fruit bunch processing at mill. 	X

	But the organization has not been consistent enough to maintain water quality practices, such as: spraying activity is still found on the main dish of stakes which located on edge of the trench or canal in Block E02, and water quality testing for domestic homes needs has not done yet. Non Conformance this indicator is NC-2010.13	
ST2	<p>Verification during assessment: The organization has shown a good improvement to the practice of maintaining water quality. Based on field visits and interviews with several employees, BNS has sought to maintain the flow of water (canals), e.g. for stakes that located on the edge of the canal, spraying done only half a circle of inner stake. the inside of the vine.</p> <p>Similarly, during the pre assessment, BNS has also made efforts to prevent erosion by planting alligator grass on the banks of the canal, improve water management and transport system through irrigation zone (zoning), testing of the quality of river water, and liquid waste from mills, and monitoring on water use per tonne for fresh fruit bunch. So that, The Non Conformance status of NC-2010.13 in this indicator declared as closed.</p>	✓
S1		
S2		
S3		
S4		
4.4.2	Records of the Implementation of Water Management Program.	
ST1	<p>Records of the Implementation of Water Management Program is available, including :</p> <ul style="list-style-type: none"> • Procedure of Mill Water Management Policy No: 110/POD-FAC/07, Chapter 4.1 regarding water management. Consists of : Clotting (Coagulation), Neutralization and filtering. <p>Results of river water quality testing, Report Of River Water Analysis, PT. BNS, Analysis Date: 18 June 2009 to 1 July 2009. Result of analysis: Dissolved solid 1.530 mg/L; Suspended Solid 51.0 mg/L; BOD 5 days 20° 18.8 mg/L; COD by K₂Cr₂O₇ 60.6 mg/L; Ammonia 8.41 mg/L; Arsenic dissolved Below 0.003 mg/L; Mercury dissolved Below 0.001 mg/L; Zinc dissolved 0.060 mg/L; Sulfur as H₂S Below 0.01 mg/L; Oil & Grease Below 0.20 mg/L; Phenolic compound Below 0.02 mg/L; Fecal Coliform 720 per 100 mL; and Total Coliform 910 per 100 mL.</p> <p>The organization has not implemented an evaluation to river water quality test results and testing of water quality for domestic household needs has not been performed yet. Non Conformance in this indicator is NC-2010.13 Will have further verification during main assessment</p>	X
ST2	<p>Verification during main assessment:</p> <p>The organization has conducted an evaluation of river water testing results and we have started testing the water quality of domestic households. Testing activities are conducted once every 6 months.</p> <p>Available records of domestic water quality testing which based on quality standard of the regulation of Health Minister No.907 year 2002 on the Physical Analysis, Inorganic Chemical and Microbiology, for example: test results in November 2010, water samples taken from each estate; testing conducted by the Sucofindo Testing Laboratory at Pekanbaru shows the parameters tested are still below the quality standard, especially for heavy metal content and bacteria. Non Conformance status of NC-2010.13 in this indicator declared as closed.</p>	✓
S1		

S2		
S3		
S4		
4.4.3	Records of BOD liquid waste monitoring at mills.	
ST1	Monitoring and measurements carried out for liquid waste, recorded and documented	✓
ST2	BNS has conducted monitoring and testing of mills liquid waste which was implemented every 1 (one) month. Records of mills liquid waste monitoring results which test conducted by Sucofindo Test Laboratory in period year 2010 are available. But records of mills' liquid waste monitoring which was implemented every month, still can't be fully presented. For example, Records BOD monitoring on July, September, October and December 2010. It is recommended to document the monitoring of liquid waste properly and completely. Non Conformance in this indicator is the CFA-2011.41	X
S1		
S2		
S3		
S4		
4.4.4	Records of monitoring of water use for mills per tonne of Fresh Fruit Bunch (FFB).	
ST1	<p>BNS has conducted the monitoring of water use for activities in the mill process, through daily recording and make a recapitulation per month. Documents of Water Use Data for PT. BNS in Year 2009 and Year 2010 are available, for example:</p> <ul style="list-style-type: none"> • Use of water in January 2009 as much as 39,730 m3, processed fruits as many as 24,324 tonnes; water usage per tonne of fresh fruit bunch is as much as 1.63 m3/tonne of fresh fruit bunch. • Use of water in September 2009 as much as 20,200 m3, processed fruits as many as 15,256 tonnes; water usage per tonne of fresh fruit bunch is as much as 1.32 m3/tonne of fresh fruit bunch. • Use of water in January 2010 as much as 26,093 m3, processed fruits as many as 21,674 tonne; water usage per tonne of fresh fruit bunch is as much as 1.20 m3/tonne of fresh fruit bunch. • Use of water in February 2010 as much as 20,893 m3, processed fruits as many as 18,232 tonne; water usage per tonne of fresh fruit bunch is as much as 1.15 m3/tonne of fresh fruit bunch. <p>But yet there is no sufficient evidence for the evaluation of water use for Fresh Fruit Bunch-processing activities at the mill. Non Conformance in this indicator is NC-2010.14</p>	X
ST2	<p>Records of monitoring the use of water for mills in the form of Water Efficiency document Year 2010/2011 Period of July 2010 to January 2011 is available. Based on these documents can be acknowledged that the average of use of water for the mill is 1.07 M3/tonne of Fresh Fruit Bunch (still under budget which is 1.1 M3/tonne of Fresh Fruit Bunch); Sample of the results of water usage monitoring are:</p> <ul style="list-style-type: none"> - Use of water in November 2010 is as much as 1.08 M3/tonne of fresh fruit bunch. - Use of water in December 2010 is as much as 1.06 M3/tonne of fresh fruit bunch. - Use of water in January 2011 is as much as 1.18 M3/tonne of fresh fruit bunch. 	✓

	The result of evaluation of the data above is as follow: the use of water for the month of November 2010 and December 2010 is still under budget, but the use of water in January 2011 slightly exceeded the budget , because during this month water is used for cleaning the area of the mill due to flooding of the river tide. For the future BNS will always do the monitoring of water use in accordance with the predetermined budget. NC-Non Conformance2010.14 in this indicator declared as closed.	
S1		
S2		
S3		
S4		
4.5	Pests, diseases, weeds and introduction species which grow fast are controlled effectively due to the implementation of sufficient Integrated Pest Management (IPM).	
4.5.1	The Latest and Documented Integrated Pest management (IPM) Program.	
ST1	<p>The organization has conducted integrated pest management activities that have been commonly practiced at oil palm estates in Indonesia, among others:</p> <ul style="list-style-type: none"> • Management of nettle caterpillar pest with a combination of biological and chemical methods. Biological method is done by multiplying the host plants which are known as nettle caterpillar's natural enemies, or commonly known as a beneficial plant. Other plants are used only among others <i>Cassia cobanensis</i>, <i>Antigonon leptosus</i>, and <i>Turnera subulata</i>. These plants are planted along the edge of the main canals and production canals in the area of estate production. In addition, chemicals Decis 25 EC has also been prepared to anticipate – unpredictable big attack (break out) at any time. Until the implementation of pre-assessment activities, BNS is still active in planting beneficial plants throughout the estate area <p>Management of rats was performed biologically by using Barn Owl (<i>Tyto alba</i>). BNS has multiplied the numbers of barn owl around and made them(Barn owl) home (nest) as their habitat . The purpose of the management of Barn Owl is to make them prey rats which were located around oil plantation and usually attacked the young and ripe oil palm. In addition to that, Klerat chemicals have also been prepared to anticipate unpredictable big attack (<i>out break</i>) at any time.</p> <p>However, BNS has not been able to demonstrate IPM (Integrated Pest Management) program that describes the type and details of activities to be performed. Status of Non Conformance in this indicator is the NC-2010.15</p>	X
ST2	<p>Document of implementation of integrated pest management (IPM) programs which types of pests, pest management techniques, Stage of Management (pests Census, selection of appropriate management techniques based on the result of pests, Determination of the use of chemical materials in accordance with the type of pest). And for the implementation is guided by SOP 110/EST-ARM/08 section 16 regarding the Oil Palm Plant Protection. Based on SOP 110/EST-ARM/08 section 16 regarding Oil Palm Plant protection, chemical management will be performed if number of pest population exceed the threshold or level of attack exceeds the threshold. Inside of the SOP is also contained the information of the threshold of some pests. For example, nettle caterpillar on caterpillar population is as many as 5 species/stake/midrib and rats attack level threshold is at above 5%(rats attack on >7 trees/20ha).</p>	✓

	<p>Documents of Census and pest diseases management of PT. Bhumireksa Nusa Sejati which contains maps of Nest Box and Recapitulation, Recapitulation of Nettle caterpillar Census, Recapitulation of Census and Termite managements, Budget and implementation of nettle caterpillar, Termites, Rodents and others, and Documentation of beneficial plants cultivation. Monthly management monitoring for each pests and monthly monitoring of pests attack.</p> <p>These policies have been implemented by PT. BNS and the results can be seen from the pest management which was undertaken in accordance with the prescribed policies. For example, in Teluk Bakau Estate III Block D 013, management of rats is implemented using Barn Owl when the level of attacks is classified as low and medium. (if the monitoring results indicate rats at 1-6 trees/20ha).</p> <p>However, if based on the results of the census monitoring , rat attack is known to occur on 9 trees/20ha , then of chemical pest management will be implemented using as much as 0.68 ml/stake. Non Conformance Status of NC-2010.15 declared as closed.</p>	
S1		
S2		
S3		
S4		
4.5.2	Records of Monitoring to Integrated Pest Management Area and including the Training.	
ST1	<p>Records on Monitoring to Integrated Pest Management is available, such as :</p> <ul style="list-style-type: none"> • The Planting of <i>Turnera subulata</i> plants, Teluk Bakau Estate, year 2010 • The planting of <i>beneficial plants</i>, Nusa Lestari Estate, year 2010 • The planting of <i>Turnera subulata</i> plants, Mandah Estate, year 2010 • Development of Barn Owl house (<i>Nest Box</i>), Nusa Lestari Estate, year 2010 • Recapitulation of Barn Owl house (<i>Nest box</i>) Nusa Perkasa Estate, year 2010 • Monitoring on the growth of Barn Owl, On March 2010, Rotan Semelur Estate <p>However, BNS has not been able to show evidence of sufficient training implementation to employees about the activities of Integrated Pest Management (IPM). Status of Non Conformance in this indicator is the NC-2015. Will be verified further at the time of main assessment.</p>	X
ST2	<p>Document of Census and Pests Diseases Management for PT Bhumireksa Nusa Sejati is available, which consist of :</p> <ul style="list-style-type: none"> • Map and Recapitulation of Next Box . • Recapitulation of Nettle caterpillar Census. • Recapitulation of Termites Management and Census. • Budget and Realization of Nettle caterpillar, Termites, Rats and others. • Documentation of Beneficial Plants Cultivation. • Monthly Pests Monitoring for each pest. • Monthly Monitoring of Pests Attacks. <p>Based on field visits in Mandah Estate 022 Block G , it is acknowledged that Beneficial Plants (<i>Turnera subulata</i> and <i>Antigonon leptosus</i>) which were planted on field , can grow well .</p> <p>Training Documents of Integrated Pest Management for each estates are available, which are :</p>	✓

	<ul style="list-style-type: none"> • Training regarding Nettle caterpillar and Ganoderma was presented by the Senior Manager of Extension Services, MRC on December 22,2008. • Spraying and Fertilization Training at the edge of PT Bhumireksa Nusasejati Canal on 09 December 2010 (8:30 to 11:00) at Block D 003 NPE Division II, with GM and EM as mentors was attended by 55 participants equipped with the attendance list, documentary photographs and Minutes of Training. • Training of Integrated Pest Control NPE with training materials Fire Caterpillar is presented by by Abdul Hafiz Nasution (NPE Assistant), Beneficial Plant by Ahmad Jalaludin (NPE Assistant), Barn Owl Development by Ali Munar Lopez (Senior Assistant NPE) which was held on October 9, 2010 at Block D 003 Division II DPE was attended by 12 participants equipped with a list of participants, minutes and documentary photographs • Training of Nettle caterpillar and Bag worm at MDE was presented by MS Pasaribu (Assistant of MDE) followed by Foreman I, Foreman of maintenance and Spraying Team on Wednesday, 13 October 2010 (4:00 p.m. to 5:00 p.m.) at the office of Division I and II MDE followed by 17 participants. • Training on Termites Management by Division 4 assistant in the Office of Division I and II MDE on October 16, 2010 (16:30 to 17:30) followed by 12 participants equipped with a list of participants, minutes and photos of activities. • Training of Integrated Pest Management at TBE, supervised by senior assistant and assistant of TBE, with integrated pest management materials on October 5th, 2010 at the 8th West Branch office (Block E 006 and E 007) was attended by 18 participants, and equipped by attendance lists, minutes of training and documentary photographs. • Training of Integrated Pest management at NLE, by senior assistant and assistant of NLE on 08-09 October 2010 attended by 13 participants, equipped with list of attendance and photographs. • Dish spraying work technique on November 1st, 2010 at NLE Division 1, attended by 13 participants, equipped with photographs and minutes of training. Non Conformance Status of NC-2010.15 declared as closed. 	
S1		
S2		
S3		
S4		
4.5.3	Records of pesticides toxicity monitoring (Active materials per tonne of fresh fruit bunch or per hectare).	
ST1	Not yet available The Non Conformance in this indicator is NC-2010.15	X
ST2	Matrix Monitoring pesticide toxicity and chemical materials which consist of Material Type, Registration No, Acute Oral Toxicity, Unit, Dosage/Ha, L/Ha or kg/Ha, LD50/Ha(Mg/Ha), active ingredient (%) Active ingredient/Ha. At each estate. For example, based on the Monitoring of Pesticide Toxicity and Chemical Materials RSE. Type of material (Regent 50 SC) Registration No. RI.1192/12-2005/T Acute Oral Toxicity 1.932 mg/kg, Dose/Ha (0.68 l/ha), Active ingredient 5%, active ingredient/ha (7 mg/ha). Non-Conformance Status of NC 2010.15 declared as closed.	✓
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S4		
4.6	Agricultural chemicals used in a way that does not endanger health and the environment. There is no use of propilactic (prevention) rather than pesticides, except under special conditions as stipulated in the guidelines of best practice. If the agricultural chemicals used classified as WHO Type 1 A or 1 B or materials that are included in the list of the Stockholm or Rotterdam Conventions, the plantation actively looking for alternatives and the process is documented.	
4.6.1	The evidence of using only agro-chemicals that are registered and permitted by the relevant authority	
ST1	<ul style="list-style-type: none"> Audit 486 AS; Active Ingredient Iso Propilamina Glifosat 486 gr/l; No.Registration: RI.1863/9-2008/T Starane 200 EC; active ingredient <i>Fluroksipir 200 gr/l</i>; Registration No.: RI.854/5-2004/T KENLON, active ingredient: <i>TrikIpir butoksi etil ester</i>. Registration No.: RI. 2433/5-2006/T Decis 2.5 EC; active ingredient <i>Deltametrin 25 gr/l</i>; Registration No.: RI.387/11-2002/T TRAP 20 WP; active ingredient <i>Methyl metsulfuron 20 %</i>; Registration No.: RI.1797/11-2007/T Regent; active ingredient <i>Fipronil 50 g/l</i>; Registration No.: RI.1192/3-2000/T 	✓
ST2	<p>Matrix of Monitoring to Pesticides toxicity and chemical materials which inform active ingredient and registration no, such as :</p> <ul style="list-style-type: none"> Audit 486 AS; active ingredient <i>Iso Propilamina Glifosat 486 gr/l</i>; Registration No.: RI.1863/9-2008/T Starane 200 EC; active ingredient <i>Fluroksipir 200 gr/l</i>; Registration No.: RI.854/5-2004/T KENLON, active ingredient: <i>TrikIpir butoksi etil ester</i>. Registration No.: RI. 2433/5-2006/T Decis 2.5 EC; active ingredient <i>Deltametrin 25 gr/l</i>; Registration No.: RI.387/11-2002/T TRAP 20 WP; active ingredient <i>Methyl metsulfuron 20 %</i>; Registration No.: RI.1797/11-2007/T Regent; active ingredient <i>Fipronil 50 g/l</i>; Registration No.: RI.1192/3-2000/T 	✓
S1		
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S3		
S4		
4.6.2	Records of used pesticide (including active ingredient used, the applied area, the amount of use per hectare and the number of application times).	
ST1	<p>Records of used pesticides, as follow :</p> <ul style="list-style-type: none"> Maintenance of <i>Gawangan</i> chemically, Division 1, Nusa Perkasa Estate, Period July 2009 -June 2010. For example: In July 2009,the sprayed area 93 ha; Herbicides used in TRAP as much as 1.23 kg, the amount of material per ha 0.013 kg/ha, spray rotation 2 (two) times a year. Management of Thatch (<i>Jalang</i>), Division 1, Nusa Perkasa Estate, Period July 2009 -June 2010. For example: In October 2009, total of controlled area is 91.09 ha; Herbicides used was AUDIT as much as 2 liters; rotation 1 (one) times a year; <p>The organization has not been consistent enough in keeping records of pesticides used per hectare. The Non Conformance in this indicator is CFA-2010.16</p>	X

	<p>Records of pesticides used is available, which are :</p> <ul style="list-style-type: none"> • Maintenance Of <i>gawangan</i> in Chemist, Division III TBE Block D 014, Period July 2010 - June 2011. For example: In January 2011, the sprayed area of 141 ha, herbicide used was Glyphosate as much as 42.345 liters, the amount of 0.3 liters per ha, rotation of the spray 3 times a year. • Management of Thatch (<i>jalang</i>), Division III of TBE Block Thatch (<i>jalang</i>) D 010 period July 2009 - June 2010. For example, in February 2010, 47.4 hectares area were sprayed, Audit Herbicides used were as many as 18 liters, Number of ingredients per ha 0.3L/ha, the amount of 0.3 liters per ha of rotation 1 (one) times a year. • Management of Termites , Division III of TBE, Block D 013 period July 2009 - June 2010. For example on April 2010 141.16 hectares area were sprayed using pesticides types Regent as much as 0.016/Tree, Total Trees Per Hectare 7 ml / ha 1 times a year rotation. 	
ST2	The company has consistently keep records of pesticide used per hectare and the active ingredient per hectare which are contained in Toxicity Monitoring Matrix Document of pesticides and chemicals . Non Conformance status of of CFA-2010.16 states ad closed.	✓
S1		
S2		
S3		
S4		
4.6.3	Documentary evidence that the use of agro-chemicals are in accordance with the target species, the appropriate dose, and applied by trained personnel in accordance with instructions for use on product labels and instructions storage.	
ST1	<p>See major indicator 4.6.2</p> <p>BNS has conducted training for spray personnel, for example:</p> <p>-Demonstration training of the usage of spraying equipments -SA15 and Atila, on February 9, 2010, located in Block 18-13-Division 1 Nusa Perkasa Estate. Participants include: GM Estate, Staff PT CAS and RB Spraytech (as a presenter of material), estate manager and assistant, and Foreman. Evidence of the minutes and attendance list are available.</p> <p>The organization has owned a Material Safety Data Sheet (MSDS) for each of agro-chemicals used, but there are still English printed MSDS in which are difficult for employees to understand. Consideration should be given to provide the entire MSDS with language which can be understood by all employees. Non Conformance in this indicator is the CFA-2010.17.</p>	X
ST2	<p>BNS has conducted training for spray personnel, for example : Demonstration training of the usage of spraying equipments - SA 15 and Atila, on February 9, 2010, located in Block 18-13-Division 1 Nusa Perkasa Estate. Participants include: GM Estate, Staff PT CAS and RB Spray tech (as a presenter of material), estate manager and assistant, and Foreman. Evidence of the minutes and attendance list are available.</p> <p>. Based on the results of field visits, it was acknowledged that the organization has provided the entire MSDS for all chemicals that are using Indonesian language and has been installed in places of chemical storage. For example: MSDS are located in the MDE chemical storage. MSDS are also included in one document located in the office of PT. BNS GM. Non Conformance status of CFA-2010.17 declared as closed.</p>	✓

S1		
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S4		
4.6.4	Agrochemical wastes including pesticide packaging wastes were disposed according to regulations and legislation applied.	
ST1	<p>BNS has a pesticide packaging waste management procedure used in the form of SOP for receipts and Storage of used agrochemical packaging wastes Based on field visits, BNS has collected the used pesticides packaging wastes into one place, for example: in a storage.</p> <p>As for the hazardous waste at Nusa Lestari Estate, its designated place (storage) has not obtained license from relevant officials, in accordance with Government Regulation No 18 year 1999. Non Conformance in this indicator is NC-2010.18</p> <p>Will have further verification during main assessment.</p>	X
ST2	<p>Verification during main assessment.</p> <p>Hazardous waste in the form of used pesticides packages at PT. BNS is referring to the Procedure of Hazardous Waste Management of PT. BNS, Policy No. No.7307/BNS-ESH/10. The sequence of used pesticides packages are :</p> <ul style="list-style-type: none"> • Packaging of pesticides used are washed and rinsed thoroughly three times. • The packaging punched in the bottom of containers so as not to be used again. • Further, The cleaned packaging of pesticides will be sent to the licensed hazardous waste temporary storage. • Hazardous waste is stored for 90 days for further disposed/processed /destroyed. <p>During the visits of Auditor team to the field, for example to Mandah Estate and Teluk Bakau POM, used pesticides packages have been managed in accordance with the regulations. Packaging of pesticides used was collected at licensed hazardous waste storage, as in Mandah Estate (License No.660.1/BLH/XII/2010/615 issued by the Head of Environment Body, Indragiri Hilir District on December 22nd, 2010;</p> <p>Scope of locations covered by this license include each estates) and in the Mills (No. 245 year 2009 permits issued by the Environment Ministry of Republic Indonesia dated June 10, 2009, license validity period of 5 (five) years).</p> <p>Recording of the Number of Hazardous waste for used pesticides packages in estate are has been conducted since December 2010, in the form of hazardous waste storage file, as in the mill, recording has been done since year 2009 in the form hazardous waste storage room card. Non Conformance Status of NC-2010.18 in this indicator declared as closed</p>	✓
S1		
S2		
S3		
S4		
4.6.5	Documentary Evidence shows that chemicals which are categorized as Type 1A or 1B WHO, materials that are included in the list Stockholm and Rotterdam conventions and Paraquat, should be reduced or eliminated in use.	

ST1	<p>See Major indicator 4.6.1</p> <p>Memo from estate manager to assistant about the stoppage of herbicide Paraquat usage is available, for example :</p> <ul style="list-style-type: none"> • Memo number 389/BNS-TBE/EM/II/2009, dated on February 2nd, 2009. • Memo number 012/BNS-NPE/IV/2010/M, dated on April 10th, 2010. • Memo number RSE/042/2009/I/S, dated on January 3rd, 2009. <p>Organization doesn't use Paraquat herbicide since memo date specified.</p>	✓
ST2	<ul style="list-style-type: none"> • Available the memorandum from Head Plantation Operations No. POD-UM-128/X/2008 regarding the recommendation of application substitution of Paraquat-Gromuxone Active ingredient at the area of Minamas Plantation. • Memo of MRC Controller No. MRC/Controller/HPO/698/X/2008 is available. • Manager memo No. 389/BNS-TBE/EM/II/2009 <p>Memo from Estate Manager to Assistants regarding the stoppage of Paraquat herbicide usage, such as :</p> <ul style="list-style-type: none"> • Memo number 389/BNS-TBE/EM/II/2009, dated on February 2nd, 2009. • Memo number 012/BNS-NPE/IV/2010/M, dated on April 10th, 2010. • Memo number RSE/042/2009/I/S, dated on January 3rd, 2009. <p>Organization doesn't use Paraquat herbicide since memo date specified.</p>	✓
S1		
S2		
S3		
S4		
4.6.6	Records of medical check results for the operator.	
ST1	<p>There were results of medical check for spraying employees, for example: Minutes of Periodic Medical check up for employees of Nusa Lestari Estate, Dated on November 12th, 2009, and as many as 51 spraying employees have been examined at Estate Polyclinic by the doctor of company. Evidence of examination results is available. The non conformance of this indicator is NC-2010.19</p>	X
ST2	<p>BNS has had periodic inspection program in the form of Medical Activities documents in PT. BNS Period from June to December 2010 and the period from January to July 2011. Periodic medical check up for employees who are at high risk in the estate (employees of spraying and fertilizer) and in the mill (all employees, such as boiler operators, etc.) are planned every 6 (six) months by the company doctor at the clinic of PT. BNS.</p> <p>Records of periodic medical check up results in year 2010 are available. For example : medical check up on spraying and fertilizing employees which was implemented on the date of November 11th, 2010 by the doctor; recapitulation of medical check at Teluk Bakau POM on November 19th, 2010 by a doctor, examination has been conducted for all employees, such as for : transport operator, foreman, warehouse clerk and mechanics at of maintenance</p> <p>Doctors who perform medical check on PT. BNS has had Hiperkes training and Safety working certificates for Doctors Company/Industry which was held in accordance with the Regulation of Minister of Labor and Transmigration (Permen Nakertranskop) No. 01/MEN/1976, signed by the General Secretary of the Ministry of Labor and Transmigration of Indonesia in March 2010. NC-Non Conformance 2010.19 in this indicator declared as closed.</p>	✓

S1		
S2		
S3		
S4		
4.6.7	Records shows no female employee in spraying division was in condition of pregnant or breastfeeding.	
ST1	Based on the results of interviews with spraying employees, there was no female employee derived from pregnant and breastfeeding women.	✓
ST2	Based on results of interview at field with employee of fertilizer division named Sarinah (period of 3 years) , Nurhasanah (fertilizer employees with working period of 5 years) and employee of spraying division Ainun Jariah (working period of 2 years), Serowati (employee of spraying division, 8 months) in the RSE is known that companies do not employ pregnant and breastfeeding women. Pregnant and breastfeeding women were assigned to maintenance division.	✓
S1		
S2		
S3		
S4		
4.7	Plan of Occupational health and safety was documented, distributed and implemented effectively.	
4.7.1	Evidence of Occupational Health and Safety program policy documentation and its implementation.	
ST1	The organization has documented policies on Occupational Health And Safety (OHS) and the commitment of Zero Accident Policy No. 711/TQEMS-P2K3/07 dated on 31 May 2007. The policy was manifested in the form of program of Occupational Health and Safety (OHS) and OHS periodic meetings.	✓
ST2	The organization already has Occupational Health and Safety (OHS) policy which is covered in the guidelines document of Continuous Estate Management (Policy No: 724/TQEM-SPMS/09, dated August 27, 2010), this policy was signed by the CEO of Minamas Plantation on April 1, 2010. This policy has been distributed, acknowledged and implemented by all employees in the estate and mill. Several form of Occupational Health and Safety (OHS) policy implementation among others the availability of the procedure of Occupational Health and Safety (OHS) activities (Policy No. 711/TQEMS-P2K3/07) and the Working Safety and Health Program and environmental Protection (K3LL) period of July 2010 – June 2011. BNS also has reported the quarterly Occupational Health and Safety (OHS) activities (every 3 months) to the Head Office of Labor and Transmigration of Indragiri Hilir District; activities reported include: Advisory Committee of Occupational Health and Safety (P2K3) organizational structure, recapitulation of work accidents, Advisory Committee of Occupational Health and Safety (P2K3) recommendations to the company, chemistry work environment at PT. BNS, six-monthly health examination report, and reports of safety equipments examination. Example of records : Report of Advisory Committee of Occupational Health and Safety (P2K3) Nusa Perkasa Estate and Mandah Estate, Period from October to December 2010 which was reported on 15 January 2011.	✓
S1		

S2		
S3		
S4		
4.7.2	The person responsible for health and safety program must be identified and records of periodic meetings to discuss issues of health, safety, and welfare of employees has to be available	
ST1	Implementation of Occupational Health and Safety (OHS) has been performed at area of estate and POM and structure of Occupational Health and Safety (OHS) organization which includes the person in charge is available. Company has conducted Occupational Health and Safety (OHS) monthly meeting and it has been listed on minutes of Occupational Health and Safety (OHS) monthly meeting. In addition, the Organizational conducted the yearly management study to discuss about Occupational Health and Safety (OHS).	√
ST2	<p>The person in charge for Occupational Health and Safety (OHS) program has been established by the company in the form of Advisory Committee of working Health and Safety (P2K3). There is also Advisory Committee of Occupational Health and Safety (P2K3) organizational structure for each unit in the estate and mill that as been approved by the agency of Labor and Transmigration, Indragiri Hilir District; evidence of Advisory Committee of Occupational Health and Safety (P2K3) endorsement letters are available, for example:</p> <ul style="list-style-type: none"> • Decree of Advisory Committee of Occupational Health and Safety (P2K3) ratification for Teluk Bakau POM No. SK.08/was-nakertrans/P2K3/560, dated on May 18th, 2010. • Decree of Advisory Committee of Occupational Health and Safety (P2K3) ratification for Nusa Lestari Estate (No. SK 02/03.III/SK-P2K3/2010, dated on February 7th, 2010 • Decree of Advisory Committee of Occupational Health and Safety (P2K3) ratification for Mandah Estate (No. SK 01/03.III/SK-P2K3/2010, dated on march 18th, 2010. <p>Advisory Committee of Occupational Health and Safety (P2K3) meeting activities have been arranged in Occupational Health and Safety (OHS) program and procedure which was held every 3 (three) months. Minutes of Advisory Committee of Occupational Health and Safety (P2K3) meeting is available, for example : at Teluk Bakau POM and Nusa Perkasa Estate.</p>	√
S1		
S2		
S3		
S4		
4.7.3	Working Accident Insurance for employees is available.	
ST1	All employees have been insured in the form of Employee Social Security .	√
ST2	All employees either staff or employees have gained employment accident in the form of Employee Social Security. Based on administrative records of PT. BNS January 2011, a total of 2,936 employees comprising 2,176 men and 760 women have been registered as member of Employee Social Security.	√
S1		
S2		
S3		
S4		

4.7.4	Periodical medical checks for employees who worked at high-risk stations or work by the doctor.	
ST1	Periodical Medical Check up- at the mills (POM) doesn't have any evidence of doing periodical check to employees who work at high-risk station/ work, such as : Boiler Operator/Turbine, Warehouse Assistant, Etc. As for the estate, evidence of implementing periodical medical check up on employees has been shown. Non Conformance in this indicator is NC-2010.19	X
ST2	BNS has had a periodical medical check up in the form of Medical Activities Document at PT. BNS, for the period of June-December 2010 and period of January – July 2011. Periodical Medical check up for employees who are at high risk in the estate (employees of spray and fertilizer division) and in the mill (all employees, such as boiler operators, etc.) are planned every 6 (six) months by the company doctor at the clinic PT. BNS. Evidence of records of periodical health management results in year 2010 is available, for example : medical check on spraying and fertilizing employees which was implemented on the date of November 11 th , 2010 by the doctor; recapitulation of medical check at Teluk Bakau POM on November 19 th , 2010 by a doctor, examination has been conducted for all employees, such as for : transport operator, foreman, warehouse clerk and mechanics of maintenance division. Doctors who perform medical check on PT. BNS has had Hiperkes training and Safety working certificates for Doctor of Company/Industry which was held in accordance with the Regulation of Ministerial of Labor and Transmigration (Nakertranskop) No. 01/MEN/1976, signed by the General Secretary of the Ministry of Labor and Transmigration of Indonesian Republic on March 2010. Non Conformance status of NC-2010.19 declared as closed.	✓
S1		
S2		
S3		
S4		
4.7.5	Records of Risks Analysis of Occupational health and Safety.	
ST1	There are risk analysis records of Hazard Identification Risk Assessment and Control (HIRAC) These identification and analysis have been done at areas which are potential to have risk accidents, such as: Chemicals Warehouse, POM pier, etc.	✓
ST2	BNS has had records of risk analysis in the form of Hazard Identification Risk Assessment and Control (HIRAC) document which includes: the type of work/station, the potential hazard/danger, distributed effects, risk assessment (effects, probability, risk), implemented risk control, the residual risk, and the person in charge. Every year HIRAC records is planned to be reviewed in order to evaluate the risk assessment that occurs when there may be changes to the potential dangers in either low, medium or high level. Based on field visits, records is available in every area of potential accidents, acknowledged, and implemented by the employees. For example: at Teluk Bakau POM at the boiler station and workshop.	✓
S1		
S2		
S3		
S4		

4.7.6	Records of Training of Occupational Health and safety Program.	
ST1	Occupational Health and Safety (OHS) Training has been conducted in accordance with the training program planned by the Advisory Committee of Occupational Health and Safety (P2K3). e.g.: Introduction of PPE, understanding of Occupational Health and Safety (OHS) and so forth.	✓
ST2	A training related to work health and safety program has been conducted for mill operators, such as : <ul style="list-style-type: none"> • OHS license for operator of lift and move transportation type tractor named Budi Winoto , acknowledged on December 13th, 2010 by the Director of Occupational health and safety supervision; validity period of 5 years. • OHS license for boiler operator named Fahyal and Sukirno, was acknowledged in year 2004 by the Director of Occupational Health and Safety Supervision; validity period of 5 years. Evidence of the existence of Occupational Health and Safety (OHS) license for boiler operator which has been expired and has not been extended yet were under the name of Fahyal and Sukirno was found. <p>Companies are advised to conduct an extension of the Occupational Health and Safety (OHS) license expired in accordance with the provisions of work force job agency. Non Conformance in this indicator is the CFA-2011.42</p>	X
S1		
S2		
S3		
S4		
4.7.7	The process of preparedness and emergency response.	
ST1	For emergency standby (STD) organizations already have SOPs for the handling and control. Procedures related to standby emergency response is not fully controlled (e.g. the status of the document) and distributed to the relevant sections, e.g. fuel storage locations in the NLE, home generators in TBE. Completeness of fire equipment (emergency) in employee housing NLE (G010) is not adequate. Non Conformance in this indicator is the NC-2010.20	X
ST2	BNS has had Emergency Response Procedures, which include : <ul style="list-style-type: none"> • SOP for Fire prevention and Fire fighting (RSPO/P&C/PPK) Teluk Bakau POM. • Emergency Response Procedure for land fires. • Emergency response procedures for natural earthquakes disasters. • Simulation of the emergency response has been planned on a quarterly basis; Records of emergency response simulation results are available, for example : • Simulation/Training firefighting in Teluk Bakau POM in March 2010,attended by 24 participants (employees of the mill). • Simulation/Training on Land Fire Prevention on July 7th , 2010, attended by 44 participants (managers, assistants, security guards, employees, and fire fighting team) <p>Based on field visits, BNS has conducted land fire monitoring using NOAA satellite; and Fire Danger Index equipment which describes safe condition, alert and danger is found at the field. Fire fighting team has also been prepared in each estates and mill units; 9 fire monitor towers 9 units which were spread over five (5) estate are available. All employees have gained an understanding of emergency procedure, especially on land fire, and that procedure has been distributed to all</p>	✓

	divisions in each unit estates. Completeness of fire equipments is also available in every unit estate, housing and mills. Inventory list of fire extinguishers is also available in each estate and plantation. Non Conformance status of NC-2010.20 in this indicator is declared as closed.	
S1		
S2		
S3		
S4		
4.7.8	Evidence of Compliance of Health and Safety Program Equipments and First Aid Equipments at location of work.	
ST1	List of related equipments with First Aid as the monitoring tool of locations and equipments conditions.	✓
ST2	<p>The company has owned the equipments of First Aid Program in the form of fire extinguisher, first aid box and license of steam vessel at the mill. For Example :</p> <ol style="list-style-type: none"> 1) Firefighting equipments in the form of low fire extinguisher equipments and hydrants are available and have been placed in the location of potential hazards, such as : Chemical material Warehouse, diesels fuel tanks, workshop and housing. The Company has also conducted a periodic check to the condition of low fire extinguisher (toxic flame tube and Hydrant) which include : The type of toxic flames/hydrants and number of them. 2) Inventory, and condition, inspection is performed everymonth. Inventory records of low fire extinguisher/Hydrant and its inspection records are available in each estate and mills. 3) Land Fire fighting equipments are available and stored at the garage of estate and mill. Types of land fire fighting equipments owned, such as : Machine Water Pump, Plastic Hose, Hydrant Hose, and nozzle Hydrant. Records of those equipments inspection which is done monthly is also available. 4) First Aid Boxes are also available at each accessible location. Inventory list of number and position of those boxes at each estate and mill are also available. Every month, a periodic inspection is performed to the date of drugs inside those first aid boxes 5) Records of the steam vessel license for the mill are available, for example: steam vessel Permit (Sterilizer) issued by the Director of Work and Safety Norms and & Occupational health, safety and company hygiene and Work Health, Riau Province on November 4th , 2000; Boiler Permit issued by the Advisory Director of Norms of Occupational health, safety and company hygiene, on December 29th , 2003. 6) BNS has provided Life Jacket as safety equipment for the transportation of employees, for example : transportation for student, fruit delivery transportation, and speed boat transportation. <p>However, based on field visits, the auditor team found that information of fire toxic validity and recharge date for each fire toxic tube owned by the company are not available. It is suggested to the company to provide the validity of fire toxic at each tube. Non Conformance in this indicator is CFA-2011.43</p>	X
S1		
S2		
S3		
S4		

4.7.9	All employees who have attended First Aid Training should be placed inside of operational activity at field and mill.	
ST1	All workers have attended First Aid training, proven in the form of Attendance list and planning of First Aid Training Program is available.	√
ST2	BNS has conducted the First Aid training to all employees in estate and mill, and one-year training plan in the future as stated in First Aid Program is also available. Based on field visits and interviews with Teluk Bakau POM employees, First Aid program has been acknowledged by them.	√
S1		
S2		
S3		
S4		
4.7.10	Records of accidents that occur at work area should be properly kept and reviewed periodically.	
ST1	There were no accidents at work area and it was evidenced at First Aid report which reported quarterly (every 3-month) to Department of Labor	√
ST2	BNS has conducted the monitoring and recording of workplace accidents every month. Records of monitoring of workplace accidents is available at each estate and mills, for example: Work Accident Monitoring document for Nusa Perkasa Estate period of October to December 2010, there cords consist of the date of the incident, the victim's name, sex, place of accident, type of accident, consequences of accident (loss of working hours), and the cause of accident. This tape has been routinely reported to the Office of Labor and Transmigration of Indragiri Hilir District. Records of Monitoring to Workplace accidents which implemented every 6 (six) months.	√
S1		
S2		
S3		
S4		
4.8	All Staff, Employees, Farmers and Contractors have to be appropriately trained.	
4.8.1	Continuous training programs for staff, employees and farmers, according to the competence of each position and documented.	
ST1	Yetit can be shown (in the Recruitment and Training Department, HRM-Jakarta), including the determination of the established competency criteria related to the planned training. Non Conformance in this indicator is the NC-2010.21	X

ST2	<p>Training Calendar of Minamas Plantation period 2010-2011, which was acknowledged by Chief Executive Officer on May 25th, 2010 and consisted of training schedule for staff level is available.</p> <p>Training Matrix which consists of trainings that have to be accomplished by Operational Estate (Training Requirement For Operating Units (Estate))PT Bhumireksa Nusasejati containing about training to be followed, the necessary training and training allowed by employees and contractors (Manager, Senior Asst, assistant, TQEM, Foreman 1, store Clerk, Mandore, Machine Operator, Skill Employees, Harvester, Sprayer, General employee, Foreign Employee, OSH Coordinator, OSH Committee, ERT / EPT Team, Auxiliary Police, and Contractor; Training Schedule (Training Schedule For requirement Operating Unit); List of Training Compliance (Training Required); List of KEO ESH Training Recommendation; Rat Bait Mill ESH Training Recommendation is available.</p> <p>Non-Conformance Status of NC 2010.21 declared as closed.</p>	✓
S1		
S2		
S3		
S4		
4.8.2	<p>Records of training for each employee are available.</p>	
ST1	<p>Records of training for each employee are available, for example : Monitoring book of Staff and Employees training, Mandah Estate. Consists of Types of training that has been followed by individual-each employee, for example :</p> <p>-Name: Kamsul Efendi, Position: Estate manager, type of training that has been followed include: Workshop on Sustainable Palm Oil dated on June 30th , 2009- July 1st, 2009, at Ibis Hotel Pekanbaru, Organized by GAPKI.</p> <p>-Name: Irwan, Position: Head of Administration of Estate, type of training that has been followed including: Training Ereqquisition dated on July 14th, 2009, at Ibis Hotel Pekanbaru, Organizer: GMTI Services–Minamas.</p> <p>There was no evidence of training for non staff employee which conducted internally by unit of estate and mill. Non Conformance in this indicator is CFA-2010.22</p>	X
ST2	<p>Records of Training that has been followed by each staff were stored in HRM Pekanbaru Division, and listed on of Minamas Plantation Training document 2010/2011 is available. For example Name: Toto Ariono, type of training followed include: Ensuring Sustainability Performance Dated on November 9th , 2010 at Prince Hotel Pekanbaru Jl. General Sudirman No. 3, and POD Consolidating Meeting Dated on February 11th, 2010 at Plaza Central Jakarta.</p> <p>Records of Seminar/Training for staff and employee (External and Internal of PT. BNS). For Example: Records of Seminar/Training for Staff and Employees (Internal) of Nusa Perkasa Estate which contains the type of training and are equipped with lists of participants, Minutes and Photographs. For example:</p> <ol style="list-style-type: none"> 1. Training of Oil Trap usage (Dated on September 14th, 2009 at the Generator House KM 11.5, attended by 7 Estate Employees. 2. Training of harvest and Use of Personal Protection Equipment (PPE) (dated on November 9th, 2009 at Block 18-14 Division I, attended by 10 Estate Employees). 3. Training of RSPO acknowledgement for Company's Staff at Ladang Kempas Jasin, Malaka Malaysia by Simeдарby dated on 27-29 October 2010. 	✓

	Records of seminar/Training of Staff and Employee (External) Nusa perkas Estate for example : 1. Supervisory Training Management on 19-20 May 2010 at Pekanbaru attended by A.H. Nasution (Assistant of division IV NPE). 2. Seminar of ICOPE 2010 dated on February 22 nd , 2010 at Nusa Dua Bali attended by Ali Munar Lubis (Senior Assistant of NPE). 3. Scholarship Award and Loyalty Award dated on June 28 th , 2010 at Jakarta , attended by Setiyana (EM NPE) Non Conformance Status of CFA-2010.22 declared as closed.	
S1		
S2		
S3		
S4		
4.8.3	Evidence that companies had used trained contractors can't be shown.	
ST1	Yet it can be shown. The organization has not set competency criteria for employee and subcontractor to determine the appropriate training in accordance with its function. Non Conformance in this indicator are NC.2010.21 and CFA 2010.22.	X
ST2	Training Matrix which consists of trainings that have to be accomplished by Operational Estate (Training Requirement For Operating Units (Estate)) PT Bhumireksa Nusasejati containing about training to be followed, the necessary training and training allowed by employees and contractors (Manager, Senior Asst, assisstant, TQEM, Foreman 1, store Clerk, Mandore, Machine Operator, Skill Employees, Harvester, Sprayer, General employee, Foriegn Employee, OSH Coordinator, OSH Committee, ERT / EPT Team, Auxiliary Police, and Contractor; Training Schedule (Training Schedule For requirement Operating Unit); List of Training Compliance (Training Required); List of KEO ESH Training Recommendation; Rat Bait Mill ESH Training Recommendation is available. In accordance with the description of (Mr. Alimunar Lubis, Senior Assistant of ANPE) selection of contractors for activities determined by considering the competence of the views of the company profile, employee certificates, License of Operation and Work Experience. And conducting training for local contractors such as harvesting and maintenance contractor in accordance with the Program and Training Schedule of PT. BNS as stated in PT. BNS Training matrix Program. Non Conformance Status of NC-2010.21 and CFA-2010.22 declared as closed.	✓
S1		
S2		
S3		
S4		
PRINCIPLE #5 RESPONSIBILITIES OF ENVIRONMENT AND CONSERVATION OF NATURAL WEALTH AND BIODIVERSITY		
5.1	Management Aspect of Estate and Mill, including replanting that cause impacts to environment have been identified and plans to reduce/prevent the negative impacts and promote positive impacts have been made, implemented and monitored to demonstrate continues improvement.	
5.1.1	Documentation of Impact Analysis.	

ST1	<p>The Company has owned the Document of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) which has been approved by The Head of, Environment, Mining and Energy Department, Indragiri Hilir District Number: 660/DLHPE.02/V/2006/161 dated on May 3rd, 2006, that includes plans of management and control of significant environmental impacts. Namely :</p> <p>(1) Decrease in Air Quality; (2) Changes in soil characteristic which consists of (a) Decrease of Peat Soil Surface, (b) shrinkage of non returnable soil, (c) Oxidation of Pyrite; (3) Potential forest and land fires; (4) Decrease in water quality and disturbance to water biota/ fishes in the; (5) Anxiety/Social Conflict.</p> <p>Environmental Management and Monitoring Plan (RKL/RPL) document does not explain the impact on biodiversity, but based on the identification of High Conservation Value (HCV) carried out by YASBI, it is known that in the work area PT. Bhumireksa Nusa Sejati (BNS) there are an existence of flora and fauna species which are listed on Appendix I and II of CITES.</p> <p>Environmental Management and Monitoring Plan (RKL/RPL) also not include an analysis of the impact that may be caused by the construction of Palm Oil Mill (POM) which is being built in Mandah Estate. Non Conformance in this indicator is the NC-2010.23</p>	X
ST2	<p>The Company has owned the Revision Document of Environmental Management Plan (RKL) and Environmental Control Plan (RPL) which has been approved by The Head of, Environment, Mining and Energy Department, Indragiri Hilir District Number: 11/IH/RKL-RPL/V/2006 dated on May 3rd, 2006, that includes plans of management and control of significant environmental impacts. Namely : (1) Decrease in Air Quality; (2) Decrease of Peat Soil Surface, (3) Potential forest and land fires; (4) Decrease in water quality and disturbance to water biota/ fishes in the; (5) Anxiety/Social Conflict.</p> <p>UKL/UPL Document of New POM Development Plan (Mandah Estate) with a capacity of 45 tonnes / hour of Fresh Fruit Bunch which was approved by the Head of Mining and Energy, Inhil District through letter No. 660/DLHPE-PDL/XI/2008/289 dated on November 13th, 2008. Approval No. 07/IH-UKL/UPL/XI/2008 dated on November 13th, 2008. (no legalization from the management of PT. BNS)</p> <p>Assessment of HCV has been done, but the identified HCV management and monitoring plan has not been prepared yet. Data of monitoring to Flora and Fauna at HCV area, including its recapitulation is available. HCV Management program and its management schedule are available, but there is no comprehensive management and monitoring plan. Non Conformance Status of NC-2010.23 declared as open with minor category</p>	X
S1		
S2		
S3		
S4		
5.1.2	<p>Records of Periodic Environmental Management Report in accordance with Applicable Regulations.</p>	

ST1	<p>BNS has shown the document of Environmental Management and Monitoring Plan (RKL/RPL) implementation period II July-December 2009. But the substance of the report has not been completely refer to the document of Environmental Management and Monitoring Plan (RKL/RPL), 2006 which was approved. Example: Not yet presents the results of impact assessment on : (1) Changes in soil characteristic which consists of (a) Decrease of Peat Soil Surface, (b) shrinkage of non returnable soil, (c) Oxidation of Pyrite; (2) Potential forest and land fires; (3) Decrease in water quality and disturbance to water biota/fishes in the river; (4) Anxiety/Social Conflict.</p> <p>The company also has also not shown the evidence that the report on the implementation of Environmental Management and Monitoring Plan (RKL/RPL) has been submitted to relevant agencies. Non Conformance in this indicator is NC-2010.23</p>	X
ST2	<p>Based on the results of the Environment Body public consultation. However there are some important records which have not been included inside the report which are: Progress of sampling Hole installation and empty bunch furnace and hazardous waste monitoring. BLH Party suggested to revise the report of Environmental Management and Monitoring Plan (RKL/RPL) at first semester of 2010 and there visions should be submitted to relevant agencies.</p> <p>Report of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) will be implemented regularly per semester to Environment Body of Indragiri Hilir District, Riau Province and regional PPLH of Sumatera Territory, For Example; Environmental Management and Monitoring Plan (RKL/RPL) Report semester 1 year 2010 was reported to the Head of regional PPLH of Sumatera territory through Letter No. 025/BNS/PSD/UM/8/2010 dated on August 10th, 2010 (Received on August 26th, 2010). Report of Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) for the second semester of 2010 is still in progress.</p> <p>Based on public consultation meeting, Environment Body of Indragiri Hilir District admitted that Environmental Management and Monitoring Plan (RKL/RPL) report has been routinely reported. However there are some important records which have not been included inside the report which are: Progress of sampling Hole installation and empty bunch furnace and hazardous waste monitoring. Environmental Body (BLH) suggested to revise the report of Environmental Management and Monitoring Plan (RKL/RPL) at first semester of 2010 and the results should be submitted to relevant agencies. Non Conformance status of NC-2010.23 declared as open with minor category.</p>	X
S1		
S2		
S3		
S4		
5.1.3	<p>Revisions to the environmental management document if there are changes in operational areas or activities of the company.</p>	
ST1	<p>BNS has shown Revised document of Environmental Management and Monitoring Plan (RKL/RPL), which is prepared in April 2006 as many as 30 pages. Chapter I of the document explains the background behind the revisions to the document that is partly because the need for intensive management and monitoring of fire impacts: a reduction in peat soil surface (subsidence), and the construction of the pier for their own interests (DUKS). However, in the year 2010, it is known that the company is building a new mill in Mandah Estate, while the results of impact assessment has not been demonstrated. Non Conformance in this indicator is</p>	X

	NC-2010.23	
ST2	<p>Revision of Environmental Management and Monitoring Plan (RKL/RPL) document which was approved by the Head of Environment, Mine and Energy department of Indragiri Hilir District No. II/IH-RKL-RPL/V/2006 dated on May 3rd, 2006 is available.</p> <p>UKL/UPL Document of New POM Development Plan (Mandah Estate) with capacity of 45 tonnes/hour of fresh Fruit Bunch which was approved by The Head of Environment, Mine and Energy Department of Indragiri Hilir District through Letter No. 660/DLHPE-PDL/XI/2008/289 dated on November 13th, 2008. Approval No. 07/IH-UKL/UPL/XI/2008 dated on November 13th, 2008. (There's no legalization from the management of PT. BNS) Non Conformance Status of NC-2010.23 stated as open with minor category.</p>	X
S1		
S2		
S3		
S4		
5.2	Status of endangered species, threatened, or endangered species and habitats of high conservation value, if it is found inside of estate or that could be affected by the estate and mill management should be identified and their conservation taken into account in plans and operations.	
5.2.1	Records of the protected species identification, rare, scarce, or endangered species, and habitats of high conservation value.	
ST1	<p>Based on Assessment results document of HCV/HCV PT. BNS (Teluk Bakau estate, Nusa Lestari estate, Nusa Perkasa estate, Rotan Semelur estate, Mandah estate, and Teluk Bakau POM) held by Foundation of Indonesia Sustainable Oil Palm / Yayasan Kelapa Sawit Berkelanjutan Indonesia (YASBI), December 2009, 101 pages, inside of BNS work area there are 3 (three) flora species which are listed on Appendix I CITES, which are Monkey Cup (<i>Nephentes sp</i>), Red Orchid (<i>Orchidaceae</i>), and Orchid (<i>Orchidace spp</i>); 1 mammal species listed on Appendix I (Root Tiger - <i>Felis bengalensis</i>); and 8 kinds of Fauna Species are included in Appendix II, which are Chapteri (<i>Sus scropa</i>), Monkey (<i>Macaca fascicularis</i>), Squirrel (<i>Tupaia tono</i>), Weasels (<i>Paradoxurus sp</i>), Monitor Lizards (<i>Varanus salvator</i>), Phyton (<i>Phyton sp</i>), "Bondol" Eagle (<i>Heliastar indus</i>), and Kacer (<i>Copsycus saularis</i>). Inside of BNS work area, there are potentials of HCV 1 (1,047.80 ha), HCV 3 (1,038.37 ha), HCV 4 (525.91 ha), and HCV 6 (0.55 ha). HCV 1 (areas with high biodiversity levels) located in block 26-13; HCV 3 (areas with rare form of peat ecosystems) located in the occupation area of NPE and RSE; HCV 4 (areas that provide environmental services, at the border of the Dendan Besar river) located in Dendan Besar river, NPE.</p> <p>In connection with HCV results mentioned above, there are some things that should be a concern for BNS, namely: (1) Based on the minutes of December 4th, 2009, there was not sufficient evidence that the activities of public consultation in the establishment of HCV have involved</p>	X

	<p>relevant government authorities (for example: Ministry of Environment (KLH)/ Regional Environmental Impact Management Agency (Bapedalda), Forestry Ministry/Agency, Agency of Plantation) and NGO of social and environment sector; 2)There was no found results of HCV presence identification that considers the depth and peat domes in accordance with the provisions of Presidential Decree No. 32 year 1990 and Decree of Forestry Minister No. 14 year 2009, even though entire BNS work area is an area of peat. Non Conformance in this indicator is NC-2010.24</p>	
<p>ST2</p>	<p>Document of HCV Identification has been available documents (legalization on October 16th, 2010), types of flora and fauna have been identified down to species level and are grouped into protected species, according to the laws, CITES and IUCN. The company has shown evidence for public consultation of involvement government (for example Regional Environmental Impact Management Agency, Environmental Body and Department of forestry) and NGOs related fields (environment and social) in the preparation area of High Conservation Value (HCV)</p> <p>However, still there are some types that their existence need to be revisited e.g. Sumatran tiger, Aardvark and Owa. HCV Identification Document was implemented by Foundation of Indonesia Sustainable Oil Palm (YASBI), on October 2010, page 45, as many as 125 species of flora were found, 3 of them are included in protected plants, as for Fauna, as many as 55 species were recorded, including 6 species of mammals, 8 species of reptiles and other 41 species.</p> <p>Map listed on HCV Identification Document doesn't match the scale written inside. Inside of BNS work area, there are potentials of HCV 1 (1,047.80 ha), HCV 3 (1,038.37 ha), HCV 4 (525.91 ha), and HCV 6 (0.55 ha). HCV 1 (areas with high biodiversity levels) located in block 26-13; HCV3 (areas with rare form of peat ecosystems) located in the occupation area of NPE and RSE; HCV 4 (areas that provide environmental services, at the border of the Dendan Besar river) located in Dendan Besar river, NPE. There are a few things that is a concern to BNS in HCV identification documents, namely:</p> <p>(1) There were no results found related to HCV presence identification that considers the depth and peat domes in accordance with the provisions of Presidential Decree No. 32 year 1990 and Decree of Agriculture Minister No. 14 year 2009, even though entire BNS work area is an area of peat with over than 3-meter depth), (2) there is a classification level based on CITES and IUCN scarcity that has not been updated such as <i>Felis bengalensis</i> and <i>Felis viverrinus</i> which are categorized in Appendix I (CTES). Pangolin (<i>Manis javanicus</i>) categorized in Rare according to IUCN. Non Conformance Status of NC-2010.24 declared as open with minor category.</p> <p>There was no sufficient evidence of pre-review implementation and maps in the document are not displayed with sufficient scale as required by Indonesian HCV Toolkit. New Non Conformance in this indicator is NC-2011.44</p>	<p>X</p>
<p>S1</p>		
<p>S2</p>		
<p>S3</p>		

S4		
5.2.2	If there are rare or threatened species, or habitats with high conservation value, then there will be appropriate steps to protect it.	
ST1	As a follow up of HCV Identification, Head Plantation Operations issued 6 (six) recommendations for the implementation of management and monitoring of HCV areas within BNS area through a Memorandum No. POD-UM-061/IV/2010 dated on March 8 th , 2010. However, BNS has not set planned steps to perform the appropriate protection of rare, scarce, endangered species, or to areas identified as potential HCV. In some locations which are considered as strategic places, warning boards of not hunting the animals, using electric shocks and poisoning fish were installed. It based on their spreading data, number of information/warning boards installed at the location is as many as 20 pieces. Non Conformance in this indicator is NC-2010.25	X
ST2	Data of monitoring to Flora and fauna at HCV areas and its recapitulation is available. So is for HCV Management Program and its monitoring schedule. Long term comprehensive HCV management and monitoring program are not available yet. There is no management to types which are classified in Endanger category, Appendix 1 such as Sumatran Tiger, anteater and gibbons. Non Conformance Status of NC-2010.25 declared as open with minor category.	X
S1		
S2		
S3		
S4		
5.2.3	The steps taken to protect rare or endangered species and their habitats must be in accordance with relevant regulations and includes measures to control every activity of hunting, fishing or harvesting illegally and inappropriately.	
ST1	See major indicator 5.2.2 above. Non Conformance in this indicator is NC-2010.25	X
ST2	Steps that are aimed for the management of rare types or endangered species such as Sumatran tigers, ant eaters, and gibbons are not yet available, (see indicator 5.2.2) are still in the process of periodic monitoring every 3 months. Non Conformance Status of NC-2010.25 declared as open with minor category.	X
S1		
S2		
S3		
S4		
5.2.4	There are posters, warning boards of protected species, publication, distribution and socialization of the handling information to all employees and the communities.	

ST1	See major indicator 5.2.2 above. BNS has installed 20 warning boards, but it has not been specifically included (types of species protected) and no evidence for the publication and dissemination of handling information to employees and the communities. Non Conformance in this indicator is the NC-2010.26	X
ST2	In HCV/HCV management program, was mentioned the plan and realization of Sign Board installation. Up to MA, the installation is as many as 45 boards, which consist of One HCV 1 (NPE) Sign Board, 5 of HCV 3 boards(RSE,MDE,NPF), 5 of HCV 4 boards (RSE, NPE, TBE) and 2 of HCV 6 boards(TBE, NPE), ban on hunting as many as 18 boards (TBE,RSE,MDE, NPE, NLE,TBF) and protected animals as many as 14 boards (TBE,RSE,MDE,NPE,NLE,TBF). Non Conformance Status of NC-2010.26 declared as open with minor category.	X
S1		
S2		
S3		
S4		
5.2.5	There are dedicated and trained officers in the company structure to oversee the plans and activities above.	
ST1	BNS has not set or appoint a special officer to oversee the species control plans and activities. BNS has established a team to implement the RSPO which includes best practice team, environment team, and social team. Each team is lead by a chairman of the team. As the consequence of this team formation, then the plan monitoring program and implementation of species management activities and HCV areas are under the responsibility of environment team. However, the composition of the team is non structural. Non Conformance in this indicator is the NC-2010.27	X
ST2	BNS has established a team to implement the RSPO which includes best practice team, environment team, social team, legal team and support team. Each team is lead by a chairman of the team. As the consequence of this team formation, then monitoring plan program and implementation of species management activities and HCV areas are under the responsibility of environment team. Letter of Appointment of monitoring and observation Officers of HCV (Mr. Subiyanto) by the Chief of SOU No.18 Teluk Bakau No. 011/BNS/SOU-18/X/2010 on October 15 th , 2010 and Letter of Appointment for NPE Est. Manager No. 039/BNS-NPE/VI/2010/Pon 15 th October 2010. At managerial level, as many as 5 people (Bambang Trihariyadi, Setiyana, Kamsul, Agus Irianto, Sardi) have attended HCV training, evidence in the form of "Certificate of Attendance" is available. Non Conformance Status of NC-2010.27 is declared as closed	√
S1		
S2		
S3		
S4		
5.3	Waste is reduced, recycled, reused and disposed of in ways that can be accounted for by environmental and social	
5.3.1	Identification of waste and pollution sources and documented.	

ST1	<p>There is no sufficient evidence to ensure that BNS has identified the sources of waste and pollution. BNS has revised Environmental Management and Monitoring Plan (RKL/RPL) document in 2006, in it contained a description of the sources of general impacts without more detailed breakdown. Example: source of impacts to air quality degradation is the operation of the POM; source impact of changes in soil properties (decrease in peat soil surface, pyrite oxidation) island clearing activities and operation of canals; source impact of river water quality degradation and disruption of river biota is liquid waste from POM, POM solid waste spills, and so forth. Non Conformance in this indicator is NC-2010.28</p>	X
ST2	<p>The organization has identified sources of waste and pollution, which are documented in the form of PT. BNS Waste Sources Identification Documents. These documents include: Name of waste, source of waste, the potential contamination, impacts caused, and recommendations for action made. For example:</p> <ul style="list-style-type: none"> Waste oil droplets of diesel oil and gasoline from the fuel tank, speedboat, heavy equipment, conveyor machine, and pontoon fuel; potential of pollution caused is pollution to land and water; the caused impacts interfere / poison the flora and fauna that live in soil and water in the canal; recommendations given is by making oil trap on each fuel tank and engine house generator, using a vehicle (boat), a decent road and perform routine maintenance, routine thickness measurement on pontoon fuel tank. Waste from mills derived from fruit management process in the form of empty fruit bunch, liquid waste, shells and fiber, potential of pollution to land and water; the caused impact is interfere/poison flora and fauna on land and water of canals when discarded carelessly; recommendations of actions taken in example empty bunch was burned in the furnace (incinerator), liquid wastes are managed in a pond of waste in accordance with quality standards, shells and fiber are re-used as boiler fuel. Hazardous waste generated from estates and mills activity in the form of used oil, oil filters, used pesticide containers, used batteries, cloth dust, and used chemicals sacks / cloth; pollution potentials on water and soil as well as employees; impacts caused are irritation or injury on human skin and disrupt / poison the flora and fauna, water and soil; recommendations made are collecting entire Hazardous waste in temporary storage of Hazardous material that has obtained licenses in accordance with procedures that have been made. To identify sources of pollution they are described in criterion 5.6 <p>Non Conformance Status of NC-2010.28 in this indicator is declared as closed.</p>	✓
S1		
S2		
S3		
S4		
5.3.2	<p>Waste management plan was documented and implemented based on the results of identification to avoid and reduce pollution.</p>	
ST1	<p>BNS has developed pollution and waste management plan which was shown by License of Waste Management; such as (1) owned the Liquid Waste Disposal Waste from Head of Environmental Office, Indragiri Hilir District, No. 660.1/KLH/XII/2009/012 dated on 12 December 2009; (2) owned the License of Hazardous Waste Storage from Ministerial of Environment No. 245 Year 2009 dated on 10 June 2009; and (3) owned the environment management and control plan which has been approved by the Head of Environment, Mining and Energy Agency, Indragiri Hilir District No. 660/DLHPE.02/V/2006/161 dated on 3 May 2006. See Indicator 5.3.1 above. Non Conformance in this indicator is NC-2010.28</p>	X

ST2	<p>See indicator 5.3.1; Organization has made the documented Waste Management Plan which listed on Sources of Waste Identification Document of PT. BNS. Non Conformance Status of NC-2010.28 in this indicator is declared as closed.</p> <p>Based on field visits to the oil storage at Mandah Estate Vault, it was found that there are no shelters (second containment) provided to anticipate spills or oil spills at oil storage drums. The floor of the oil storage facilities, is only made of wooden boards that are not tightly organized and has the potential of causing spills or oil spills that will polluted the ground directly. It is recommended to BNS to make reservoir (second containment) at the oil storage facilities in Mandah Estate. Non Conformance in this indicator is the CFA-2011.45</p>	X
S1		
S2		
S3		
S4		
5.3.3	<p>Hazardous waste management plan and guidelines for the agro-chemical waste disposal and its package in accordance with the reference written on it and regulations applied is available.</p>	
ST1	<p>Not available yet. Non Conformance in this indicator is the NC-2010.29</p>	X

ST2	<p>Hazardous waste management plan in PT. BNS is by storing those wastes to temporary storage which was granted a license and with determined validity period; And to submit it to the management who already had license for that activity.</p> <p>License has been granted for temporary storage at the estate which was (License No.660.1/BLH/XII/2010/615 issued by the head of the Environment Body in the District of Indragiri Hilir dated on December 22, 2010, the scope of sites covered by this license includes five estates), as for the mill is License No. 245 year 2009 issued by the Ministry of environment of the Republic of Indonesia dated on June 10, 2009, validity period of 5 (five) years.</p> <p>BNS has had procedures for the management of Hazardous waste, namely hazardous waste management SOP (RSPO / P & C/PLB3) which was ratified on 02 August 2010.</p> <p>Based on field visits on hazardous waste temporary storages in Mandah Estate and Teluk Bakau POM; Records of hazardous waste monitoring has been available in the form of Hazardous waste management sheet format document which consists of: types of incoming Hazardous wastes, start date, the source of waste, the amount of incoming waste, the maximum retention date, date of outcoming the waste, the amount of outcoming waste, the purpose of sending, proof of document number, and the rest is yet to be published. This format has been in accordance with the hazardous balance sheet format which was attached in the license issued. BNS has implemented recording on all stored hazardous waste, such as: recording of used oil, cans or containers of used pesticides, used oil bucket, and clinical waste (infusion, packages of used vaccines, used infusion tube, and used medicine bottles).</p> <p>For the Hazardous waste in addition to clinical waste, BNS has obstacles to submit to them to the licensed management, because at Riau province and surrounding areas, there's no licensed management can be found. Sometime ago, BNS communicated with the licensed hazardous management located in Batam. But, they asked to send those hazardous waste in a large volume, while the production of hazardous waste in PT. BNS is not sufficient enough for the demand. However BNS still trying to find the other Hazardous waste management.</p> <p>However, based on observations, the audit team found no sufficient evidence of the results of monitoring hazardous waste of PT. BNS has been reported to the relevant agencies in accordance with the article contained in the licensed document and the evidence that collected clinical waste has been delivered to hospitals that are licensed to manage those waste has not found. Non Conformance Status of NC-2010.29 in this indicator is stated still open with Minor category.</p>	X
S1		
S2		
S3		
S4		
5.3.4	<p>Records of Waste Monitoring/Analysis are available.</p>	
ST1	<p>Both POM and the estate have been able to show records of hazardous waste daily monitoring (used oil, used batteries, used lamps, used chemicals packages, etc.) which includes information on the amount received and expenditures. However, the reporting format has not been in accordance with the directives of Minister of Environment Decree No. 245 year 2009 dated June 10, 2009 that source of waste should be included in detail . Non Conformance in this indicator is the NC-2010.28</p>	X

ST2	BNS has conducted monitoring of waste. For liquid waste monitoring is conducted every day and recorded in monthly recording; BOD liquid waste monitoring is conducted every once a month. For records of hazardous waste monitoring, the organization has been doing recording on a predetermined format in accordance with the attachments listed on the document of licensed hazardous waste temporary storage. See also indicator 5.3.3 Non Conformance Status of NC-2010.28 in this indicator is declared as Closed.	
S1		
S2		
S3		
S4		
5.4	The efficiency of energy use and use of renewable energy is maximized.	
5.4.1	Records of monitoring the use of renewable energy and its efficiency analysis (energy/tonne of CPO, or energy/tonne of oil palm products) is available.	
ST1	Interview with the Manager of the POM obtained information that, in addition to use of diesel-fueled generator, PT. BNS Tanjung bakau POM has also use the turbine energy source (boiler) that uses shell energy raw materials. However, the number of shells that are used have not been recorded or documented. Non Conformance in this indicator is the NC-2010.30	X
ST2	Available recording monitoring the use of renewable energy in the form: 1. Renewable Energy Documents of Year 2008/2009 and Year 2009/2010; parameters that are monitored include the total fiber and shell used, the total FFB and CPO produced, and the use of renewable energy in shell volume unit of fiber per tonne of Fresh fruit bunch. Its analysis of efficiency is also available. 2. Document of Electricity Efficiency period July2 010 - January 2011. The parameters monitored are total Fresh fruit bunch and CPO produced, total electricity consumption (Kwh), and the use of electricity (Kwh) per tonne of Fresh Fruit Bunch. Its analysis of efficiency is also available. Non Conformance Status of NC-2010.30 in this indicator is declared as Closed.	
S1		
S2		
S3		
S4		
5.4.2	Records of monitoring the use of fossil fuels for the benefit of operational and analytical efficiency are available.	

ST1	<p>Records of monitoring the use of fossil fuels (diesel) for POM operational purposes since 2007 are available on site, contains information on electric power generated, the number of hours worked, and the amount of diesel fuel used for the processing of Fresh Fruit Bunch. However, the level of efficiency has not been evaluated in these records.</p> <p>Based on data from January and February 2010 in general , it is obtained an information that to process Fresh Fruit Bunch (FFB) as many as 39,907.535 needs 17,930 of diesel fuel, or 0.45 liters/ton of processed (FFB).</p> <p>Compared with the plan (budget) of the company for the same period (0.5 liters / tonne Fresh Fruit Bunch processed), then the use of diesel fuel can be expressed efficiently. In order to improve the results of efficiency analysis, then the company is advised to seek other references (other than an internal budget) about the standard of efficiency in the use of diesel fuel per tonne of processed Fresh Fruit Bunch for comparison. Non Conformance in this indicator is the NC-2010.30</p>	X
ST2	<p>BNS has provided recordings of diesel fuel use, for example: Consumption of diesel Document Period July 2009 – June 2010; the monitored parameter are the total production of Fresh Fruit Bunch and CPO, actual and budget of the use of diesel fuel, and diesel fuel consumption per tonne of Fresh Fruit Bunch. – The average of diesel fuel usage during that period amounted to 1.61 liters/tonne of CPO. Analysis of efficiency made by BNS to the data is the actual use of diesel fuel which is still under budget by 22.64%, this is because during this period the high-processing of Fresh Fruit Bunch resulting the usage of turbine engines and low fuel diesel engine generators, so the use of diesel at Teluk Bakau POM reached 83.36 %.</p> <p>BNS have not found other references for the standard of diesel fuel use, when other references have been obtained, the BNS will conduct efficiency analysis against these standards . Non Conformance Status of NC-2010.30 in this indicator is declared as closed.</p>	✓
S1		
S2		
S3		
S4		
5.5	<p>The use of fire for waste disposal and land preparing for replanting purpose is avoided except in specific situations, as identified in the ASEAN Zero-Burning Policy similar local policies.</p>	
5.5.1	<p>Documentation of analysis will be performed if the burning is carried out for land preparation in replanting.</p>	
ST1	<p>The company has a policy of zero burning (land clearing without burning) as outlined in the Letter of Land Clearing Employment Agreement between the company and the contractor. Examples on SPK No. 020/SPK-LC/BNS-RSE/XII/2006 Article 9, point 6.</p>	✓
ST2	<p>PT. BNS did not apply land burning system in preparing land for replanting purpose (in accordance with SOP No. 110/EST-ARM/08).</p> <p>Land clearing activities implemented by third parties, for example SPK (No. 008/LC/BNS-NPE/XII/2008) for activities in Block C 001, C 002 and C003 (Mandah Estate). The result of field observations in Block C 001 (Mandah Estate), did not find any evidence of burning activities in land clearing process .</p>	✓
S1		

S2		
S3		
S4		
5.5.2	The company didn't have records of zero burning implementation.	
ST1	The company did not present the records of zero burning implementation in details, but it can prove that during land clearing, burning activity is not conducted, which can be seen through records of land preparation implementation which informed level of activity where Zero-Burning activity is conducted. Results of field observation at Block 19-09 NPE, plants in year 2009, showed no traces of burning found in planting areas.	✓
ST2	Same as PA, in PT. BNS there is no evidence the results of zero burning records implementation in the process of land preparation. However, based on the observation field in Block G22 (Mandah Estate) plant in 1998, there were no traces of burning on the process of land clearing.	✓
S1		
S2		
S3		
S4		
5.5.3	Procedures and Records of the Land Fire Emergency.	
ST1	Procedures of land fire prevention which includes preventive activities (prevention), curative (action), and administration is available. However, the procedure has not described the stages of prevention and adequate fire prevention. Examples of preventive action: mapping the fire-vulnerable areas, carry out patrols with frequency according to the level of vulnerability, making the sign board on the fire-prone areas, etc. Emergency simulation has been implemented to evidence (in the form of photograph) , but its records has not been shown yet. Non Conformance in this indicator is the CFA-2010.31	X
ST2	Just like in PA, BNS has already had the Procedures of land fire prevention which includes preventive activities (prevention), curative (action), and administration is available. However, the procedure has not described the stages of prevention and adequate fire prevention. Result records Evidence of daily patrols by the Fire Department units on each estate is available. Besides, there is evidence (in the form of photo) of implementing the emergency response simulations and practice simulation during field visits. To determine the level of fire vulnerability, PT. BNS has posted (6 units Fire Danger Index) in each estate. While to identify the hot spots were taken from an analysis of NOA. However, PT. BNS has not made a map of the identification results of vulnerable areas. Non Conformance Status of CFA-2010.31 declared as open with minor criteria. Based on information from the Environment Body of Indragiri Hilir District during the Public Consultation, the problem of fires was under control.	X
S1		
S2		
S3		
S4		

5.5.4	Facilities and Infrastructure of Land Fire Prevention in accordance with its Vulnerability level.	
ST1	<p>Fire prevention facilities consist of the Organization of Fire Department and equipment (apartment, fire hose reel, hydrant pillar, Robin pump, pump Tohatsu, etc.). Distribution of Robin and Tohatsu engines is 1 unit per each estate.</p> <p>All equipments have been registered and their conditions have been examined regularly (monthly). From the result of the examination, all equipments are stated in good condition. However, the BNS will still need to review the type and capacity of equipment that has been held to ensure the compliance with its vulnerability level.</p>	✓
ST2	<p>Inventory List of Fire Department Equipment as well as the conditions is available on each estate and mill. For example list in Rotan Semelur Estate: Powder type fire extinguisher (40 tubes; good condition), Hydrant Pillar (3 pieces; good condition), Hose Hydrant (285 m; good condition), Plastic Hose (6 m; good condition), Machines Hydrant 1 (1 unit, damaged condition), Machines Hydrant 2 (1 unit good condition), Robin Machine (1 unit; good condition), Nozle Hydrant (4 units of good), Shirt Brigade (10 pieces; good condition), Shoes Extinguisher (10 pairs; good condition), Helm (10 pieces; good condition), Torch Head (10 pieces; good condition), Mask (10 pieces; good condition) and Home Equipment (1 unit; good condition). There are 9 units of Trustees Fire Tower and 6 units of Fire Danger Index.</p> <p>Besides, there are 2 (two) fire fighter teams, namely: 1 fire fighter team in the estate and 1 fire fighter team in the mill</p>	✓
S1		
S2		
S3		
S4		
5.6	Plans to reduce pollution and emissions, including greenhouse gases, were developed, implemented and monitored.	
5.6.1	Evidence of identification of sources of pollution and emissions in Palm Oil Mill.	
PA	<p>Not available yet.</p> <p>Non Conformance in this indicator is the NC-2010.28</p>	X
MA	<p>BNS has implemented the identification of sources of pollution and emissions in mills , in the form of Identification Documents of sources of pollution and emissions of Teluk Bakau POM, PT. BNS. This document includes: a category or type of pollution, an explanation from the source, and control plan. For example:</p> <ol style="list-style-type: none"> 1. For Air Pollution & Emissions from chimney boilers, generators, fuel and empty bunch furnace chimney have been given the recommendation management by: do not use excessive fuel shells, operate the boiler according to SOPs, maintaining the performance of the engine generator set to run preventive maintenance, planting shade trees around the mill area and provide guidance to employees about the importance of greening the residential environment, installation of empty bunch press to dry and chop the empty bunch before inserted into into the furnace, and monitoring of parameters of pollution/ emission every 6 (six) months. 2. Sources of noise from turbine engines, generators, boilers, machinery vibration, kernel station , and pompong engine carrier of Fresh Fruit Bunch. Control recommendations are 	✓

	<p>provided including: maintaining the performance of each machine by running the preventive maintenance, provide personal protection equipment (PPE) to the ear (ear plug) to workers, and to monitor the noise parameters every 6 (six) months.</p> <p>3. Source of water and soil pollution derived from oil spills, oil spills and chemicals. Recommendations are given by making the storage (second containment) so that those collected chemical spills can be reused, and the socialization of a chemical spill management procedures to all workers.</p> <p>Non Conformance Status of NC-2010.28 in this indicator declared as closed.</p>	
S1		
S2		
S3		
S4		
5.6.2	Monitoring the quality of emissions from sources of pollution and emissions.	
ST1	<p>Monitoring to emissions quality is conducted every month. Contained in Environmental Management and Monitoring Plan (RKL/RPL) report. Among others: waste water (pH, total suspended solid, BOD, COD, Oil & grease, Nitrogen total as N); river water (temperature, dissolved solid, suspended solid); ambient air quality and emissions, Emission Boiler Air Quality. The measurement results are generally still above the threshold. There is no record of evaluation to the cause of threshold. Non Conformance in this indicator is the NC-2010.32</p>	X
ST2	<p>The organization has conducted the monitoring to emissions and pollution quality every 6 (six) months. Records of the monitoring results of air quality monitoring in the form of Ambient Air Quality & Emission monitoring Report documents Period June 2009, December 2009, and June2010 is available. For the Period December 2010 samples have been taken but the report of monitoring results is still in progress.</p> <p>This air quality monitoring activities was conducted by third parties. The report includes the results of measurement of air parameters (e.g. noise, NO2, SO2, CO, NH3, TSP), the discussion of the measurement results, and conclusions and recommendations given to the BNS towards parameters that exceeds the quality standard. Non Conformance Status of NC-2010.32 is this indicator declared as closed.</p> <p>Smoke Density Meter device has been installed on two boiler units owned by Teluk Bakau POM to monitor the levels of concentrations of smoke generated from the chimney boiler, however, data recording from that can't be shown in full by the company. It is recommended to companies to be able to provide the complete data recording of that smoke density meter device. Non Conformance in this indicator is CFA-2011.46</p>	X
S1		
S2		
S3		
S4		
5.6.3	Records of efforts and plans to reduce pollution and emissions.	
ST1	Not yet available	X
ST2	See indicator 5.6.1; The Organization has prepared plans to reduce pollution and emissions based	✓

	<p>on the identification of pollution sources and emissions from mills and estate activities. For long term, BNS has developed a plan to reduce emissions of waste water by utilizing the biogas as an energy source using the existing methane gas in the liquid waste.</p> <p>This plan will be implemented during the year 2011, and also BNS has developed empty bunch pressure installation plan to cultivate empty bunch pressure to become more dry before inserting it into the furnace fuel. Non Conformance Status of NC-2010.28 in this indicator declared closed.</p>	
S1		
S2		
S3		
S4		
5.6.4	Records of Identification, monitoring and POME management methodologies.	
ST1	<p>Records of liquid waste management monitoring is available at locations that inform liquid waste debit that produced by palm oil processing mill , and liquid waste debit that thrown away to river after given treatment passed by aerobe and anaerobe process through circulation of 10 ponds of effluent.</p> <p>Based on data from WWTP debit records period July to October 2009, obtained information on total water usage of 1.3 m3/tonne Fresh Fruit Bunch processed, while the liquid waste generated is 0.6 m3/tonne Fresh Fruit Bunch processed.</p>	√
ST2	<p>Available pool of waste management procedures in the form of Procedures of Final Effluent Waste Ponds Operational. The amount of waste pond owned by PT. BNS as many as 10 pools plus 1 (one) cooling pool or cooling pond. Pool number1-6 is anaerobic treatment; pool Number7 is transfer pool that connects pool number1-6 to pool 8. Pool number8 and 9 is an aerobic treatment pond, and pool number10 is a sedimentation pond before the stream of liquid waste into rivers.</p> <p>BNS has also implemented the monitoring of liquid waste management from processing results of Fresh Fruit Bunch at Teluk Bakau POM. Recording is performed daily and recapitulated in monthly records. Records of Liquid Waste Monitoring for period of January-December 2010 are available.</p>	√
S1		
S2		
S3		
S4		
PRINCIPLE # 6 RESPONSIBILITY TO EMPLOYEES, INDIVIDUAL AND THE COMMUNITY OF ESTATE AND MILL		
6.1	Aspects of estate and mill management, including replanting, that have social impacts identified in a participatory way and plans to mitigate the negative and positive impacts of development are made, implemented and monitored to demonstrate continuous improvement.	

6.1.1	Documentation of environmental and social impact analysis, which includes positive and negative impact on social field that might be caused by mills and plantation activities, and documentation of participation of affected stakeholders and local communities.	
ST1	Document of social impact analysis of PT. BNS in 2010 by third parties. Inside of document listed public perception to BNS which include 3 issues which are environment , access to jobs and increase of community incomes. Environmental issues which have been analyzed include air pollution, pests and POM waste; to the perception of 3.3% job access , considered the organization still has not opened the access, and to perceptions of increased income by 6.7% the organization is still lacking. That analysis was obtained from results of survey to the public.	✓
ST2	Documents of Social Impact Analysis Report which was prepared by the third-party along with documentation of the parties involved in the preparation in the form of documentation of public consultation with the parties.	✓
S1		
S2		
S3		
S4		
6.1.2	Records of management and monitoring plans of social impact with the community participation on a regular basis.	
ST1	In connection with the social impact, monitoring and management of it has been carried out. Report of Environmental Management and Monitoring Plan (RKL/RPL) are made and reported to relevant agencies (the second semester Report of year 2009). However the report has not described the BNS social-impact activities in detail yet, namely that include environmental issues, access to employment and increased incomes. Non Conformance in this indicator is NC-2010.33	X
ST2	There's no sufficient evidence of the implementation of social impacts management and monitoring which based on Study of Social Impacts Analysis. Report of RK Environmental Management and Monitoring Plan (RKL/RPL)on a regular basis has been conducted, but hasn't describe the detail of social impacts occurred due to PT. BNS activities. Non Conformance Status of NC-2010.33 in this indicator declared as open with minor category.	X
S1		
S2		
S3		
S4		
6.1.3	The results of revisions to the social environment that includes field if there are changes in the scope of the company's operations in accordance with applicable regulations.	
ST1	During audit activities , there are no changes on documents of environmental monitoring and management plan (RKL and RPL). The document is dated on May 14, 1996. No. 093/RKL-RPL/BA/V/1996. and last revised on May 3, 2006 No. 660/DLH DE.03/V/2006	✓

ST2	Revisions of Environmental Management Plan (RKL) document and Environmental Monitoring Plan (RPL) approved by the Department of Environment and energy mining district. Indragiri Hilir No. 11/IH-RKL-RPL/V/2006 dated May 3, 2006	✓
S1		
S2		
S3		
S4		
6.1.4	Report of periodic and scheduled Environmental Management and Monitoring	
ST1	There are reports of Environmental Management and Monitoring Plan (RKL/RPL) for the second semester of 2009, but in Environmental Management and Monitoring Plan (RKL/RPL) documents, related data are not yet fully evaluated the evidence and acted upon by the organization. Will be verified further during main assessment.	X
ST2	Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) are done on a regular basis per semester to the Environment Body of Indragiri Hilir District, Riau Province and Environmental Educational Center (PPLH) of Sumatra Regional Territory, E.g.; Report RKL / RPL semester 1 of 2010 was reported to the Head of PPLH of Sumatra Regional Territory through the Letter No. 025/BNS/PSD/UM/8/2010 dated August 10, 2010 (received on 26 August 2010).	✓
S1		
S2		
S3		
S4		
6.1.5	Special attention on the impact on plasma farmers/smallholders scheme (if estates have this scheme.)	
ST1	No plasma farmers/Smallholders scheme.	N/A
ST2	No plasma farmers/Smallholders scheme.	N/A
S1		
S2		
S3		
S4		
6.2	There is an open and transparent method for communication and consultation between the estate party and / or mills, local communities, and other affected groups or interested parties.	
6.2.1	Procedures and records of communication and consultation with the community.	
ST1	Mechanisms (SOPs) and records of the community aspirations communication as information and responded to by the organization (BNS) - Information Request SOP dated on July 28, 2009 is available.	✓

ST2	Mechanisms (SOPs) and records of the community aspirations and responded to by the organization (BNS) - Information Request communication as information SOP dated on July 28, 2009 is available.	√
S1		
S2		
S3		
S4		
6.2.2	The Company has a list of stakeholders.	
ST1	List of stakeholders have been made, but not fully updated, e.g. local NGOs, provincial and national NGOs, such as NGOs (WALHI, Jikalahari), Institution (Plantation Agency of Indragiri Hilir, Labor Agency of Indragiri Hilir, Environmental Body of Indragiri Hilir), Community leaders (e.g. Mr. Artawan .) Non Conformance in this indicator is CFA-2010.34	x
ST2	Data of stakeholders of PT. BNS which includes stakeholders from government, NGOs, relevant institutions of Oil Palm Estate Management, community leaders, suppliers and customer, contractor partners, Schools, Hospitals, Insurance and banking. Non Conformance Status of CFA- 2010.34 in this indicator declared as closed.	√
S1		
S2		
S3		
S4		
6.2.3	The Company has recorded the community's aspirations and response / follow-up by the company.	
ST1	Response from the public are recorded and documented.	√
ST2	Recapitulations of requests and responses letters were compiled in the book of Information Requests and responses of Stakeholder / Government Institution. Physical evidence of letters was filed in the list of External Incoming Mail. Sample of Information Letter Request, is a letter sent by PT Sumatera Multi Indah No. 62/SMI/BNS-TBE/IX/2010 dated 21 September 2010 on Petition on payment receipt request of PPH 23 year 2009. (TBE) Most of the incoming mail is a request for assistance, e.g. Documents of NPE Information Requests and Responses which 100% are requests for help. Registers of NPE Outgoing / incoming Mail is available	√
S1		
S2		
S3		
S4		
6.2.4	The company has staffs that are responsible for consultation and communication with the community.	
ST1	There is a mechanism of response given in the SOP information requests. Any response given is the responsibility of both the Section Head of Administration of the estate and / or POM. See criteria 1.1.	√

ST2	There is a mechanism of response given in the SOP information requests. Any response given is the responsibility of both the Section Head of Administration of the estate and / or POM. 1 person was appointed as PR, paid monthly during the contract (5 months) by the company (Mr. Yani ; Appointment No. 111A/BNS-MDE/X/2010 October 2, 2010) which was assigned to accommodate the aspirations of the community, especially if there are operational plans of PT. BNS around the community (e.g. the plan of trench)	✓
S1		
S2		
S3		
S4		
6.3	The company provides facilities and mechanisms that are open to receive complaints and resolve disputes according to rules and regulations.	
6.3.1	Open system, which is accepted by all parties affected, to receive complaints and resolve disputes in an effective, timely, and the right way.	
ST1	There are procedures for handling public complaints (RSPO/6.3/PKM) and procedures for handling employee complaints (RSPO/65/PKK). Procedures for handling public complaints (RSPO/6.3/PKM) have not yet include the identification and calculation of compensation for land rights and the involvement of community representatives and other agencies, including complaints about the environmental impact on society. Non Conformance in this indicator is NC-2010.35.	x
ST2	There are procedures for handling public complaints (RSPO/6.3/PKM) and procedures for handling employee complaints (RSPO/65/PKK). Which inside has included deliberations for the identification and calculation of compensation for land rights and the involvement of community representatives and other institutions. Non Conformance Status of NC-2010.35 in this indicator declared as closed	✓
S1		
S2		
S3		
S4		
6.3.2	Records of complaints/objections handling is available.	
ST1	Information about each complaint and / or objection is recorded and documented.	✓
ST2	Recapitulations of requests and responses letters were compiled in the book of Information Requests and responses of Stakeholder / Government Institution. Physical evidence of letters was filed in the list of External Incoming Mail. Sample of Information Letter Request; is a letter sent by PT Sumatera Multi Indah No. 62/SMI/BNS-TBE/IX/2010 dated 21 September 2010 on Petition on payment receipt request of PPH 23 year 2009. (TBE) Most of the incoming mail is a request for donation, e.g. Documents of NPE Information Requests and Responses which 100% are requests for donation. Registers of NPE Outgoing / incoming Mail is available	✓
S1		
S2		

S3		
S4		
6.3.3	Procedures to identify and calculate fair compensation for the loss of legal or traditional rights to land, with the involvement of local community representatives and relevant agencies and made available to the public.	
ST1	See Indicator 6.3.1. Non Conformance in this indicator is NC-2010.35	X
ST2	There is evidence of settlement of land acquisition until the year 2010 (e.g.; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, Kateman District) cover the minutes of community arable land acquisition and its attachments, signed by the Parties of PT. BNS Community Leaders , NGOs and acknowledged by government officials (Head of small villages, Head of village and sub-district head), the joint statement of society who owned the land, proof of delivery (receipt) for compensation, Statement of releasing the land rights of each owner of land, crops and results of plants inventory, efforts and existing buildings, letter of rights recognition of each owner of land, documentation of the implementation of compensation (photographs of landowners who receive compensation.) Non Conformance Status of NC-2010.35 in this indicator declared as closed.	√
S1		
S2		
S3		
S4		
6.4	Any negotiations concerning compensation for loss of legal or traditional rights through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	
6.4.1	Procedures of identification, calculations and compensation for loss of legal and traditional rights by involving community representatives and relevant agencies.	
ST1	See indicator 6.3.1. implementation of identification and compensation calculations have been done and been involved with local community representatives and relevant agencies; and documented.	√
ST2	There is evidence of land acquisition settlement until the year 2010 which was well documented, for example : Indemnity Original File on August 1 st , 2003 covering an area of 255 hectares at Dendan II village, Simbar village, Kateman District) that includes the minutes of community arable land acquisition and its attachments, signed by parties of PT. BNS, Community leaders, NGOs, and acknowledged by official government (Head of small village, Head of village and Head or Sub district) the joint statement of society that have a claim, proof of delivery (receipt) for compensation, Statement releasing the land rights of each land owner, results of plants inventory and efforts and existing buildings, Letter recognition of rights of each land owner, documentation of the implementation of compensation (photographs of land owners who receive compensation.)	√
S1		
S2		
S3		
S4		

6.4.2	Records of identification of people who receive compensation.	
ST1	Activities related to compensation for the claimed land was identified, recorded and documented.	✓
ST2	Records of identification on parties who receive compensation are available and well documented. For example Statement of receipt, results on inventory of plant/business/building, recognition letter and photographs.	✓
S1		
S2		
S3		
S4		
6.4.3	Records of the negotiation process and/or the details of compensation in general is available.	
ST1	See criterion 2.2. Process of negotiation and agreement of compensation is recorded and documented.	✓
ST2	See criterion 2.2. ; the process of negotiation and the agreement are well documented for example : Indemnity Original File on August 1 st , 2003 covering an area of 255 hectares at village II Dendan, Simbar village, Kateman District) that includes the minutes of community arable land acquisition and its attachments, signed by parties of PT. BNS, Community leaders, NGOs, and acknowledged by official government (Head of Small Village, Head of village and Head of sub district) Joint statement Letter of community who owned the land, proof of delivery (receipt) for compensation, Statement of releasing the land rights of each land owner, results of an inventory of plants and businesses as well as the existing building, recognition letter of respective rights of landowners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress of Land acquisition at PT. BNS period to December 2010 include progress in the acquisition of 271 hectares in the NPE, RSE and MDE is available.	✓
S1		
S2		
S3		
S4		
6.4.4	Records of the implementation of compensation payment.	
PA	See criterion 2.2. payment of compensation for land claims are recorded and documented.	✓
MA	See criteria 2.2 and 6.4.2. payment of compensation for land claims are recorded and documented.	✓
S1		
S2		
S3		
S4		

6.5	Wages and working conditions for employees and employees of contractors should always meet at least legal or industry minimum standards, and appropriate to meet the needs of living.	
6.5.1	List of employee wages	
ST1	<p>In locations, memorandum from HRM General Manager No.043/HRM-i3/II/2010 dated January 19, 2010 on Daily Work effort unit (SKU) Wages and Monthly Work effort unit (SKU) Salary Structure per-estate 2010. The amount of the average minimum wage for daily Work effort unit (SKU) set at Rp. 1,038,000.-per month (not including wages in kind in the form of rice), while the monthly Work effort unit (SKU) wage structure- not including wages in kind in the form of rice - set at Rp. 1,942,490 for class 8A (highest class) and 1,091,990.-for class 1G (lowest class). The structure of salaries /wages is a detail of the average minimum wage that determined according to Regulation of Governor of Riau Province No. 4 year 2010 dated January 19, 2010 regarding the average Minimum Wage, where the minimum wage is Rp. 1,122,000.-.</p> <p>Natura wages provided to employees and their family members with maximum number of dependents is 3 children, namely 15 kg of rice per person. It is recognized by Suprapti (Spray Worker - interviewed at Block E-02), Sukijan and Gito (harvest workers)</p> <p>Based on the Great Payroll on March 2010, proved that BNS has paid wages in accordance with the provisions mentioned above. Example: The payment of wages to Suherman (General Section Division I), NIK 37394, days of absence without notice (not paid) is 2 working days, therefore main wage received is Rp. 954,960.-; Ali (The Maintenance Division I), NIK 37263, the number of days of absence without notice 7 days, the wages received is Rp. 747,360.-</p>	✓
ST2	<p>In locations, memorandum from HRM General Manager No.045/HRM-i3/II/2010datedJanuary 20, 2011on Daily Work effort unit (SKU) Wages and Monthly Work effort unit (SKU) Salary Structure per - estate 2011. The amount of average minimum wages for daily Work effort unit (SKU) is set at Rp. 1,133,500.- per month (not including natura wages in the form of rice, as for monthly Work effort unit (SKU) wages structure set at Rp 2,037,990 for the class of 8A (highest level) and Rp 1,187,490.- for class 1G (Lowest level). The structure of salaries/wages is a detail of the average minimum wage established in accordance with the Joint Agreement between GAPKI Riau and the management FSP. PP-SPSI region, Riau Province, explaining that the minimum wage for permanent daily worker is set at Rp. 1,133,500. Natura wages provided to employees and their family members with maximum number of dependents of 3 children, namely 15 kg of rice per employee, 9 kg employee's wife, and 7.5 kg for each child. Minimum main salaries and natura wages provided by the company are in accordance with the province minimum wage , Regulation of Riau Province Governor No. 10 year 2011 which is Rp. 1,234,000.</p> <p>Memorandum from Estate Manager regarding the Premium System and Penalty System, For example, the Harvest Premium System and Penalty System of PTNPE that informed about the Harvest Premium and Harvest Penalty valid from date March 1, 2010 until now, is available.</p> <p>There are some policies regarding the deduction of premium/salary made by the company based upon the number of days of absence without notice, Income Tax (PPh) 21 paid, Employees Social Security (Jamsostek) ,penalty that based on employee errors (for example reduction of Rp 10,000 for workers that harvest the raw fruit harvest, Rp 10,000 if there are fruits left).</p> <p>Based on the pay roll of January 2011 BNS has provided salary in accordance with the above policy. For example Parmanto (Warehouse Clerk Division I Monthly Work effort unit (SKU)) NIK 38348 days of absence without notice 0 days, total basic salary of Rp. 1,271,000, Samudera Sembiring (Harvest Warehouse Clerk, Daily Work effort unit (SKU)) NIK 53214 days of absence</p>	✓

	without notice 1 day, total basic salary received is Rp. 1,088,160.	
	Policies on salaries and premiums have been acknowledged by employees. Based on the results of interviews with employees, it was known that salary and the premium provided by the Company has already been in accordance with the policy.	
S1		
S2		
S3		
S4		
6.5.2	Having Company Regulations/Collaborative Agreement (PKB) in accordance with applicable regulations	
ST1	There are two types of applicable company regulations in BNS, which are the Companies Regulations set by the BKS-PPS (Cooperation Agency–Plantation Company in Sumatra) with the central Board of SPSI (Serikat Pekerja Seluruh Indonesia / Indonesia Labor Union) Agriculture field and Plantation across Indonesia (04 August 2010), applies for monthly and daily Work Effort Unit (SKU) employees, while for Staff (Managerial) using the Collaborative Agreement (PKB) as agreed between the parties of Minamas Plantation with Bipartite Cooperation Institutions.	√
ST2	There are two types of company regulations in applicable in BNS, which are the Companies Regulations set by the BKS-PPS (Cooperation Agency–Plantation Company in Sumatra) with the central Board of SPSI (Serikat Pekerja Seluruh Indonesia / All Indonesia Workers Union) in the field of Agriculture and Plantation throughout Indonesia (validated on 04 August 2010), applies for monthly and daily Work effort unit (SKU) employees, while for Staff (Managerial) using the minamas Plantation Collaborative Agreement (PKB), period 2011-2012 as agreed among Minamas Plantation with Bipartite Cooperation Institutions and Chairman of SPPP of each Company (40 Companies) that enacted on November 3, 2010 in accordance with the Decree of the Director General of Industrial Relationship Management and Social Security No.Kep. 155/PHIJSK-PKKAD/PKB/XI/2010 and this Collaborative Agreement (PKB) is still in the process of propagation to be distributed to all employees.	√
S1		
S2		
S3		
S4		
6.5.3	In conditions where public facilities are not available and can not be accessed by employees, the company provides a means of shelter, education, clean water, health, and adequate public facilities.	
ST1	Housing Facility, 1door/family; education: 5 units and 35 local of elementary, 1 unit 4 local of junior high, 9 Local of kindergarten; clean water: rain water reservoir of 500 lt; health: 6 units; transport: school pompong (boat) 16 units; staff boat 29 units.	√

ST2	<p>PT. BNS provides facilities for employees including Housing facility 1 door/family, there 5 units of Elementary School (SD) (SD swasta Dwimas Sejati, SD S Teluk Bakau Estate, SD S Nusa Lestari estate, SDS Mandah Estate, and SDS Rotan semelur estate), 1 unit of Junior High School/SMP (SMP Dwimas Sejati), 6 unit of kindergarten, clean water facilities, rain water reservoir and 1 doctor at each estate, health facilities : there are 5 polyclinics, 1 central polyclinic (for hospitalizing); Transportation facilities : pompong (school boat) as many as 7 units (TBE 2 pompong and 1 boat, NPE 1 boat, RSE 1 boat, NPE 1 pompong and 1 unit of boat), transportation for employees : 25 unit boats; religious facilities : there are 15 mosques and 1 Church.</p> <p>There is a housing development program for employees by BNS in every estate. For example, the construction of 246 employee housing units at MDE until year 2015 and has 7 units of housing type G2 that has been implemented and ready for occupancy.</p> <p>Based on a field visits in MDE , there are number of housing a total of 90 units (G2 =one house 2 doors) and what RSE there are number of 123 housing units of G2 type</p>	✓
S1		
S2		
S3		
S4		
6.5.4	Agreement /contract with the contractor requires the contractor to keep the rules in force in terms of employment	
ST1	Terms or employment contract is available.	✓
ST2	<p>The terms or employment contract is available, for example in SPK Employment Agreement Letter (No. 002/MDE/LKL-EKL/I/2011) Article 7 regarding Insurance, which reads the Labor Insurance for self employed workers to the implementation of workers as mentioned above had become the burdens and responsibilities of Labor Insurance upon the workers that were hired for the implementation of the above workers as a burden and responsibility of second party. And Article 8 regarding the Security and Safety, which reads second party must use Personal Protection Equipment (PPE), If Occupational Health and Safety (OHS) is not running/implemented then first party might terminate/voke the Working agreement (SPK). Second party provides shelter and facilities that are eligible for workers.</p> <p>Based on interviews with Mr. Robert Tampubolon (POM staff) explained that the requirements of the determination of the contractor should be : contractors must be a legal entity, has MPWP, have that same competency at work, at competitive prices.</p>	✓
S1		
S2		
S3		
S4		
6.6	<p>The company respects the right of all employees to form and join trade unions of their choice and to bargain collectively. When the right of freedom to assembly and expressing opinions is restricted by law, then company will facilitate a companion which is independent , free and bargaining for all employees.</p>	

6.6.1	Records of company policy that gives workers the freedom of association	
ST1	Labor Unions and SPSI are available.	✓
ST2	<p>There are company policies regarding freedom of association in the SOP Management guidelines for Sustainable Plantation Management guidelines No. 724/TQEM-SPMS/09 dated on 27/08/2010 Chapter Policy and Objective. Sub Chapter Policy of Indonesian Upstream Plantation of Social Policy page 13 Point 5, which explained that the company is expected to respect the rights of all employees to form and join a community of Labor Union in accordance with their choice and negotiate together.</p> <p>This is evidenced by the existence of SPSI in the BNS company. Where there are several heads of SPSI in BNS include: Chairman of the TBE SPSI is Mr. Ilham, head of the NLE SPSI is Mr. Waluyo, head of the NPE SPSI is Mr. Syahril, head of the MDE SPSI is Mr. Eko Sugriwo and Staff chairman BNS SPSI is Mr. Effendi.</p> <p>There is also the Institute of Bipartite-Minamas Plantation that is headed by Agus Lamarauna and Kamali as Secretary.</p>	✓
S1		
S2		
S3		
S4		
6.6.2	Records of meeting with the unions, if any	
ST1	Records of meeting with the unions are available.	✓
ST2	<p>In Collective Agreement preparation, the company staff always involve Bepartit Institutions which consists of representatives of employers and employees (staff) in the framework of decision making. For example, based on the minutes of Institutions of Bipartit Minamas Plantation Cooperation No. 007/LKSMP/X/2010/R is about the meeting Bipartit Work Institutions dated 14 October 2010 at Hotel Atlet Century, Board Room 3 that resulted in several recommendations regarding Staff Minamas PSA.</p> <p>Company Representative (Manager) had attended a meeting with the SPSI in the framework of SPSI management formation, as in TBE SPSI Management -named Agricultural and Plantation Workers Union of All Indonesian Workers /Serikat Pekerja Pertanian dan Perkebunan Serikat Pekerja Seluruh Indonesia (SPPP / SPI TBE) that was formed on May 15, 2008 is known by a Manager TBE (H. Syahril. U.S.).</p>	
S1		
S2		
S3		
S4		
6.7	Children are not employed and exploited. Work performed by the children are only allowed on the family plantation, under the supervision of adults and do not interfere with their education programs. Children should not be exposed to hazardous working conditions.	

6.7.1	The company's policy regarding workers' age requirements in accordance with the documented and applicable national regulations .	
ST1	There are policies on the protection of under age children on March 24, 2010 No. POD/UM/052/III/2010 issued by the Management (Head of Plantation).	✓
ST2	There is a policy that states under age children should not be employed as contained in SOP Management of the Sustainable Plantation Management Guidelines No. 724/TQEM-SPMS/09 dated on 27/08/2010 Chapter Policies and Objectives Sub Chapter Indonesian Upstream Plantation policies of Social Policy in point 6, which contains the Indonesian Upstream Plantation did not use under age labor (children) which was ratified on 1 April 2010 by Chief Executive Officer.	✓
S1		
S2		
S3		
S4		
6.7.2	Records of the implementation of corporate policies regarding age requirements for workers	
ST1	There is information in the form of an announcement regarding the ban on employing under age children (a visit in Nusa Lestari Estate).	✓
ST2	There is information in the form of an announcement regarding the ban on employing under age children stated in the job vacancy announcement, such as job vacancy announcement at Teluk Bakau POM dated on December 14, 2010 which states that the requirements to become Lathe machine operators are: Male, Age 19 to 25 Years, Not Married, STM Graduates (Engineering), minimum 2 years experience. Technician (Electrical) that requires: Male, Age 19 to 25 Years, Not Married, STM Graduates (Engineering), minimum 2 years experience. Job application should be submitted no later than January 31, 2011.	✓
S1		
S2		
S3		
S4		
6.8	Any form of discrimination based on race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation or age, are prohibited.	
6.8.1	Company policy on equal opportunities and treatment in employment and documented	
ST1	Based on interviews with employees and community leaders, practice of policies regarding the treatment and equal opportunity in employment is equal without any discrimination. In addition there is a written policy in the form of a Memorandum of Estate Manager dated 20 July 2009.	✓

ST2	Based on SOP Sustainable Plantation Management Guidelines No. 724/TQEM-SPMS/09 dated on 27/08/2010 Chapter Policies and Objectives, Sub-Chapter Indonesian Upstream Plantation Policy of the Social Policy point 1 that states that all staff/employees should be treated reasonably and fairly in matters relating to recruitment, advancement, working conditions and description, without depending on race, degree, ethnicity, gender, skin complexion, imperfections (defects), sexual orientation, membership organizations, political opinion, religion and age.	√
S1		
S2		
S3		
S4		
6.8.2	Evidence records giving opportunities and equal treatment in employment	
ST1	Available in a form of memorandum issued by the Estate Manager on July 20, 2009.	√
ST2	There is evidence in the form of a memorandum issued by GMHRM that PT. BNS provides opportunities and equal treatment in employment. For example, GM Memorandum No. 654-HRM-i1-XI-09 On November 3, 2009 about the fulfillment of needs of Administration Section Head that requires : 1. Educational background (high school, SMEA, Diploma/S1 Accounting) 2. Experienced in office book keeping/computer operator with a minimum term of 3 years. 3. Maximum age 35 years 4. Having a character (honest, hardworking, thorough, responsible, initiative and leadership), 5. Results of performance assessment for 3 consecutive years of at least B. 6. For those that have attended a fit and proper test as much as 2 times or more are not allowed to follow anymore. Equipped with are capitulation form of prospective trainees.	√
S1		
S2		
S3		
S4		
6.9	Policies to prevent sexual harassment and other forms of violence against women and to protect their reproductive rights is developed and applied.	
6.9.1	The company's policy on preventing sexual harassment and violence and documented	
ST1	Stated in Estate Manager Memorandum dated on July 10 th , 2009 in accordance with Act 13 regarding labor.	√
ST2	There is company policy regarding sexual harassment and violence prevention within the SOP Guidelines for Sustainable Plantation Management No. 724/TQEM-SPMS/09 Policy dated on 27/08/2010 Chapter Policies and Objectives, Sub-Chapter Indonesian Upstream Plantation Policy of the Social Policy point 4 is to develop and implement policies to protect female workers from sexual harassment and crime and protect the rights associated with reproduction.	√
S1		
S2		
S3		

S4		
6.9.2	The company's policy on the protection of reproductive rights and well-documented	
ST1	There are women's reproductive rights protection policy and set forth in the CBA 2008-2010; organization policies concerning the protection of reproductive rights need to be clarified to documented and communicated. Non Conformance in this indicator is CFA-2010.36	X
ST2	Covered in SOP Management Guidelines for Sustainable Plantation Management , Policy No. 724/TQEM-SPMS/09 dated on 27/08/2010 Chapter Policies and Objectives, Sub-Chapter Indonesian Upstream Plantation Policy of the Social Policy point 4 is to develop and implement policies to protect female workers from sexual harassment and crime and protect the rights associated with reproduction. The company's policy on the protection of reproductive rights are socialized to put the policy on bulletin boards of each estate and mill and stated in the SOP for Sustainable Plantation Management Guidelines and documents are located in each Estate and Mill. But socialization of the company policy on the prevention of sexual harassment and committee gender generally considered less effective. This is based on the interview with This is based on the results of interviews with fertilizer worker on behalf of Sarinah (period of 3 years), Nurhasanah (fertilizer worker, working period of 5 years) and sprayers worker: Ainun Jariah (the period of 2 years), Serowati (Spray worker, 8 months) in the RSE that stated that they lack understanding about the policy. For example, they do not know about the function of the gender committee and how to convey their complaints to Non Conformance gender committee. Non Conformance Status CFA-2010.36 in this indicator declared open with Comment For Action category.	X
S1		
S2		
S3		
S4		
6.9.3	Evidence Records of Implementation of Sexual Harassment Prevention Policy.	
ST1	Policies in the form of Memorandum form Estate Manager. Will be verified further during main assessment. Non Conformance in this indicator is CFA-2010.36	X
ST2	One of Evidence of social prevention policy implementations is the formation of the Gender Committee of each estate and for Teluk Bakau Mill joined with Teluk Bakau Estate , such as Mandah Estate Gender Committee in accordance with the Decree of the Leaders of PT. Bhumireksa Nusa Sejati Nusa Perkasa Estate No. 125/BNS-NPE/SK-KOMITE GENDER/XI/2010 who is headed by Mulia Harahap, Secretary Irawati Sinaga and Treasurer Miwa Sari Ginting accompanied by a statement from the concerned that is willing to perform the duties and responsibilities that have been entrusted. At the meeting the establishment of the Gender Committee also produced a work program of Committee Gender, namely holding meetings every 3 months (At the end of the month), Record all women grievances and complaints, a visit to each division in each month (already made visits to kindergartens, TPA and integrated health in December, immunization visit to Elementary School, extract pouiding to Kindergarten and TPA in January). And report to the leadership in this case Assistant and Managers whenever there are women grievances or complaints that can not be resolved by the Gender Committee.	X

	But socialization of the company policy on the prevention of sexual harassment and on the gender committee generally considered is less effective. This is based on the results of interviews with fertilizer worker on behalf of Sarinah (period of 3 years), Nurhasanah (fertilizer worker working period of 5 years) and sprayers worker : Ainun Jariah (the period of 2 years), Serowati (Spray worker, 8 months) in the RSE who stated that they lack understanding about the policy.	
	For example, they do not know about the function of the gender committee and how to convey their grievances to the gender committee. Non Conformance Status of CFA-2010.36 in this indicator declared as open with Comment For Action Category.	
S1		
S2		
S3		
S4		
6.9.4	Evidence Records of the Implementation of Sexual Harassment Prevention Policy are well documented.	
ST1	Policies in the form of Memorandum from the Estates Manager. Non Conformance in this indicator is CFA-2010.36	X
ST2	Available the Evidence of policy implementation of reproductive rights protection in the form of maternity leave and menstruation leave in accordance with the Attendance List documents of Warehouse Clerk such as Warehouse Clerk attendance lists of TBE Division 4 Foreman (Yudianto), Section (Fertilization) in January 2010 on behalf of Yanti on December 17-31 January obtain leave during pregnancy, menstruation leave 2 days of work on behalf Masitah menstruation leave(H1) for 2 days on December26 and January 27, 2010 on leave 2 days declared as a holiday paid for 2 days. Based on the results of field interviews with fertilizer worker on behalf of Sarinah (period of 3 years), Nurhasanah (fertilizer worker, working period of 5 years) and spray worker : Ainun Jariah (the period of 2 years), Serowati (spray worker, 8 months) in the RSE is known that companies do not employ pregnant and breastfeeding women. Pregnant and breastfeeding workers are assignment to maintenance division. But the company's policy regarding the protection of reproductive rights is considered less effective. This is based on the interview stating that they lack of understanding about the policy. For example: they are not aware of any policy related to the duration of breastfeeding. Non Conformance Status of CFA-2010.36 in this indicator declared as open with Comment For Action Category.	X
S1		
S2		
S3		
S4		
6.9.5	Complaint handling mechanisms is available specifically	
ST1	Mechanism of Employee Complaints Handling is covered in SOP or RSPO.6.5/PKK procedures.	✓

ST2	<p>Mechanism of Employee Complaints Handling is covered in SOP or RSPO.6.5/PKM procedures. Explaining the Complaints Handling Procedure of Work effort unit (SKU) of Employees, Staff Employee Complaint Handling Procedures are equipped with Flow Chat of Employees Complaints Handling. Mechanism of Community Complaints Handling is outlined in SOP RSPO/6.3/PKM</p> <p>Handling of special grievances such as complaints about the problem of femininity can be handled through the Gender Committee and if the grievance or complaint women's issues can not be resolved at the Gender Committee , it can be reported to the Leaders in this case assistant and manager.</p>	√
S1		
S2		
S3		
S4		
6.10	Plantation and palm oil mills deal fairly and transparently with farmers/small holders and other local businesses.	
6.10.1	Valid price of FFB (Fresh Fruit Bunch) and should be available prior to the public.	
ST1	There is no pattern of plasma farmers – conducted entirely by the core management or the company.	N/A
ST2	Same With PA	N/A
	Based on statements from the PSD (Mr. Maryono) PT. BNS has had an area of 25,662 hectares with Land Use Rights (HGU) Certificate means that the entire land is for core estate	N/A
S1		
S2		
S3		
S4		
6.10.2	Mechanism of the determination of Fresh Fruit Bunch price and input/service should be documented (where these matters are already under the authority of the plantation and mill).	
ST1	See criteria 6.10.1.	N/A
ST2	See criteria 6.10.1.	N/A
S1		
S2		
S3		
S4		
6.10.3	Evidence that all parties understand the contractual agreements they do, and that contracts are fair, legal and transparent.	
ST1	Managed by the core management (subsidiaries).	N/A
ST2	Managed by the core management (subsidiaries).	N/A

S1		
S2		
S3		
S4		
6.10.4	Payments that have been agreed should be paid on time.	
ST1	Managed by the core management (subsidiaries).	N/A
ST2	Managed by the core management (subsidiaries).	N/A
S1		
S2		
S3		
S4		
6.11	Plantation and mills contribution towards sustainable local development if deemed appropriate.	
6.11.1	Records of company contributions to regional development.	
ST1	There is evidence of contribution to regional development in the form of levy or tax on PBB, disorders license, IMB, harbor and was completed in 2009, while 2010 in the settlement process. The organization has a CSR program – that was budgeted by the head office. CSR program conducted by the organization concerned mainly with the help of local community and has been recorded. However, CSR programs related to local development are not based on identification of community needs and are planned each year. Non Conformance in this indicator is CFA-2010.37	X
ST2	Evidence of retribution /tax payment year2006, 2007, 2008, 2009 and 2010 (PBB, PPH, local government levies). The organization has a CSR program – that was budgeted by the head office. CSR program conducted by the Organization concerned mainly with the help of local community and has been recorded. CSR programs related to local development are not based on identification of community needs but it is planned each year e.g. CSR Program Data 2010-2011. Non Conformance Status of CFA-2010.37 in this indicator declared as open with Minor Category.	✓
S1		
S2		
S3		
S4		
PRINCIPLE #7 RESPONSIBLE NEW PLANTATION DEVELOPMENT.		
7.1	Analysis of Social Impact and Environment in a comprehensive and participatory way. Or new operations of expanding the existing plantation and the results incorporated into planning, management and operations.	

7.1.1	The company has an environmental management document, that among other things, analysis of positive and negative aspects of social and environmental, as well as the participation of the affected parties (local communities).	
ST1	Based on the Map of LCNPE2008-2009, known to have 429 ha of new plants areas after 2007, consisted of 305 ha of plants in 2008 and 124 ha of plants in 2009. The whole new plants areas are located on PT. BNS area, which precisely under the management of Nusa Perkasa Estate (NPE). Environmental impact assessment documents for this area is available, included in the revised Environmental Management and Monitoring Plan (RKL/RPL) document that has been approved Head of Department of Environment, Mining and Energy Indragiri Hilir District Number: 660/DLHPE.02/V/2006/161 dated May 3, 2006.	X
	However, the substance has not been viewed study of the impact on biodiversity, and not in detail describe the social impact with measurable parameters. Non Conformance in this indicator is NC-2010.23. See also indicator 5.1.1 above.	
ST2	Based on Area Statement of PT. BNS contained plants in 2007 covering an area of 108 hectares and the crop in 2009 covering an area of 429 hectares. Scope of Study in Environmental Management and Monitoring plans, HCV, Social Impact Analysis covering the Land Use Rights area, including plants in 2007 and 2009. Documents compensation to the expansion of the plant (in 2007 and 2009) are well documented, There is evidence of land acquisition completion up to the involvement of PT. BNS, Community leaders, NGOs and acknowledged by government officials (Head of Small Village, Head of village and sub-district heads), a joint statement Letter of society who owned the cultivated land, proof of delivery (receipt) for compensation, Letter Statement releasing the land rights of each owner of land, inventory plants result and efforts as well as the existing building, letter recognition of rights of each owner of land, compensation implementation documentation (photographs of land owners who receive compensation.) Non Conformance Status of NC-2010.23 in declared as open with minor category.	X
S1		
S2		
S3		
S4		
7.1.2	Sufficient management plan and operational procedures (Environmental Management and Monitoring Plan (RKL/RPL)).	
ST1	Management Plan of negative impact has been stated on the matrix of management plan, including management of: (1) changes in soil properties: a decrease in surface soil, not returnable soil shrinkage, and the oxidation of pyrite, (2) the potential for land fires, (3) decrease in river water quality and aquatic disturbances, and (4) anxiety/social conflict. Operational procedures for the management of negative impacts of changes in soil properties, water quality degradation, social conflict and anxiety, are not yet available. Will be verified further during main assessment.	
ST2	Management Plan of negative impact has been poured on the of matrix management plan, including management of: (1) changes in soil properties: a decrease in surface soil, not returnable soil shrinkage, and the oxidation of pyrite, (2) the potential for fires, (3) decrease in river water quality and aquatic disturbances, and (4) anxiety/social conflict. Operational Procedures for the management of negative impacts on soil properties changes, a	√

	decrease in surface oil and anxiety/social conflict are available.	
S1		
S2		
S3		
S4		
7.1.3	Records of implementation of plasma farmers coaching programs, according to the scheme and legislation in force (if any).	
ST1	N/A. No plasma farmers scheme	
ST2	Same as PA Up to now there are no plasma farmers in BNS estates.	N/A
S1		
S2		
S3		
S4		
7.2	Using soil surveys and topographic information for site planning in the development of new plantation and the results incorporated into plans and operations.	
7.2.1	Records of land suitability as a result of land survey including information on topography, climate, soil type, soil fertility, soil depth and drainage water are available.	
ST1	Has not been demonstrated. Non Conformance in this indicator is NC-2010.38 Will be verified further during main assessment.	X
ST2	Feasibility Survey Report of Peat soil at PT. BNS, Agronomy & Statistics Data Processing, Minamas Research Centre in 2010 is available , covers an area of: Location I covering an area of 4,359 hectares (TBE, NPE and RSE) and location II covering an area of 710 hectares (MDE). Implementation of Study includes : Making maps of the survey plan, determination of the coordinates of point sampling, boring process for determining the depth of peat; maturity and pyrite test and identification of stratum layer, and soil sampling. Results of study at Location I: 12% or 560 ha having a thickness of more than 3 m and 87.16 ha or 3,799 has a thickness of less than 3, peat Maturity 39.45% or 1,720 ha have the maturity level of Hemik; 60.55% or 2,639 ha has the Saprik maturity level. Result of study in Location II:100 % or 710 hectares having a thickness of more than 3 m, peat soil maturity 20% or 142 hectares having hemik level maturity, and 80% or 568 hectares having Sapric maturity level. Besides, there is a map of land suitability assessment results and monthly rainfall data from year 2000 to 2009. However, existing information did not include information on soil fertility, depth of ground water, drainage and topography, and are not presented in proper map. Non Conformance Status of CFA-2010.38 in this indicator declared as open with Minor Category	√
S1		
S2		
S3		
S4		

7.2.2	Records of implementation estate development based on land suitability is available.	
ST1	See indicator 7.2.1 . Non Conformance in this indicator is NC-2010.38 Will be verified further during main assessment.	X
ST2	In accordance with point 7.2.1, the implementation of estate development has not based on adequate land suitability. Implementation of the survey is limited to only introduction survey as a preliminary for the next survey implementation. Map of land suitability results and monthly rain fall data from year 2000 to year 2009 are available. However, existing information did not include information on soil fertility, depth of ground water, drainage and topography, and are not presented in adequate maps. Non Conformance Status of CFA-2010.38 in this indicator declared as open with Minor Category.	√
S1		
S2		
S3		
S4		
7.3	New Plantings since November 2005 was not conducted in primary forest or any area required to maintain or enhance one or more High Conservation value.	
7.3.1	New plantings in the period November 2005 to November 2007 must comply with applicable legal requirements and includes the management of social and environmental impacts on, and in accordance with the legal spatial planning.	
ST1	Based on Land Clearing Lay Out year 2004-2010, it is known that there are 449.59 ha of planted areas in the period November 2005 to November 2007, the planting of 2006 covering an area of 297.96 ha and the plants in 2007 covering an area of 151.63 ha, all of them are located in the area of Rotan Semelur Estate (RSE). The Management Plan of Environment and Social Impacts has been included in the Environmental Management/Monitoring Plan (RKL/RPL) revised document year 2006. Documents of HCV Identification Results which conducted by YASBI (Foundation of Indonesian Sustainable Oil Palm), but physically has not entirely given identification and has not been socialized to all workers. Results of identification of HCV has not included the important issues of protected soil areas as refers to Presidential Decree No. 32 year 1990 and Minister of Agriculture Regulation No. 14 year 2009. Non Conformance in this indicator is the NC-2010.24. See also Indicator 5.1.1 and 6.1.1 above. Will be verified further during main assessment.	X
ST2	New development areas (plantings since November 2005) cover an area of 449.59 ha. Results of peat depth measurements is available, however there is no information on the protected area of peat in accordance with the rules set forth in Presidential Decree No. 32 year 1990 and Measurement of the depth of peat has been conducted to the plant area in year 2007 (108 ha) and 2009 (429 ha) and found no areas of peat with depth over 3 meters. Based on HCV study, no HCV was found at land clearing area after November 2005. Based on the memorandum dated on January 17, 2011 from PSQM Department of Minamas	√

	Plantation stated that the management of PT. BNS will not do the expansion of oil palm plantation in the areas of occupational (5,069 Ha). Non Conformance Status of NC-2010.24 in this indicator is declared as closed.	
S1		
S2		
S3		
S4		
7.3.2	Records of Plan Map and realization of Land Clearing in accordance with HCV Identification.	
ST1	Not yet available. Non Conformance in this indicator is the NC-2010.25	X
ST2	Based LC Lay Out year 2004-2010, it is known that there are 449.59 ha of planted areas in the period November 2005 to November 2007, which were the planting in year 2006 covering an area of 297.96 ha and the planting in 2007 covering an area of 151.63 ha, all of them are located in the land of Rotan Semelur Estate (RSE). PT. BNS has had the HCV Study Document which includes the whole area (25,662 ha), However the results of identification of HCV has not included the important issues of protected soil areas as refers to Presidential Decree No.32 year 1990 and Regulation of Forestry Minister No. 14 year 2009. Plan and realization of land clearing are available. However, based on the consideration above can be concluded that the plan and realization of land clearing is not fully referring to the identification of HCV. Non Conformance status of NC-2010.25 is declared as open with minor category.	X
S1		
S2		
S3		
S4		
7.4	Excessive cultivation on steep land, and / or marginal and fragile lands (prone to landslides) should be avoided.	
7.4.1	Map of marginal and prone to landslide land, including steep slope and peat soil are available in sufficient scale.	
ST1	Results of super impose (overlay) work map with peat spreading map, Riau Province, showed that the entire area of BNS were on peat with a thickness of 2-4 meters. (http://pdfdatabase.com/download/terancam-kelestarian-hutan-gambut-riau-pdf-8098494-html). BNS has not been able to present distribution map of peat thickness in its work area. Non Conformance in this indicator is the NC. 2010.11.	X
ST2	Report of Peat Feasibility Survey is available at PT. BNS, Agronomy & Statistics Data Processing, Minamas Research Centre in 2010, covers an area of: Location I covering 4,359 ha (TBE, NPE and RSE) and location II covering 710 ha (MDE). Implementation of the study included: Survey Plan Map Making, determination of the sampling coordinate point, boring process for determining the depth of peat, maturation and pyrite testing and stratum layer identification, and soil sampling. However, existing information did not include information on soil fertility, depth of ground water, drainage and topography, and are not presented in adequate maps. Non Conformance	X

	Status of NC-2010.11 is declared as open with minor category.	
S1		
S2		
S3		
S4		
7.4.2	If limited planting in fragile and marginal lands were planned, then documented plan will be made and implemented to protect these lands without causing adverse effects.	
ST1	Specific plan is not available. See indicator 7.4.1. Non Conformance in this indicator is NC-2010.11	X
ST2	Based on the results land analysis and land suitability which was conducted in 2010 on areas for new plantings; location I covering 4,359 ha (TBE, NPE and RSE) and location II area of 710 ha (MDE), in the area there is no information of the existence of fragile and marginal soils. However, existing information did not include information on soil fertility, depth of ground water, drainage and topography, and also are not presented in adequate maps. In addition of it, planning document of the management of fragile and marginal soils is not available. Non Conformance Status of NC-2010.11 was declared as open with minor category.	X
S1		
S2		
S3		
S4		
7.5	No new plantings on local community land without prior approval from them, which are done through a documented system that enables indigenous peoples and local communities and other stakeholders to express their views through their own representative.	
7.5.1	The company has a document of social and environmental impact analysis, which among other things, analysis of positive and negative aspects of social and environmental, as well as the participation of the parties affected (local communities).	
ST1	See major indicator 5.1.1 and major 6.1.1 above. Non Conformance in this indicator is the NC-2010.23	X
ST2	Documents of report of Social Impact Analysis which was prepared by third party covers issues of job access environment and community increase incomes. The analyzed Environmental issues include air pollution, pests and waste of POM; to perceptions of 3.3% job access is considered that organizations are still not opening the access, and to perceptions of increased income by 6.7% the organization is still considered not good enough. The analysis obtained from results of survey to the public. Non Conformance Status of NC	X

	2010.23 in this indicator is declared as open with minor category.	
S1		
S2		
S3		
S4		
7.5.2	Records of socialization of Plantation Opening Plan.	
ST1	Not yet available Will be verified further during main assessment.	
ST2	See criteria 2.2. ; The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, District Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement releasing the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of landowners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress of Land acquisition of PT. BNS period to December 2010 includes progress of the acquisition of 271 ha in NPE, RSE and MDE is available. Based on the results of field visits found the area of plants in year 2007 (108 ha) and 2009 (429 ha). The process of land development has been disseminated to the public. Based on the memorandum dated on January 17, 2011 from PSQM Department of Minamas Plantation stated that the management of PT. BNS will not do the expansion of oil palm plantation in the areas of occupational (5,069 Ha.)	√
S1		
S2		
S3		
S4		
7.5.3	Record of Agreement of compensation/ handover from landowner for the opening of the plantation.	
ST1	Details of compensation of land are available for the area of land that is not new openings, but they are not found in the area of new openings.	√
ST2	See Criteria 2.2. ; The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha Village II Dendan, Simbar Village, District	√

	Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement releasing the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of land owners, documentation of the implementation of compensation (the photos of landowners who receive compensation. Progress of Land acquisition of PT. BNS period to December 2010 include progress of the acquisition of 271 ha in NPE, RSE and MDE is available.	
S1		
S2		
S3		
S4		
7.6	Local communities are given compensation for any taking over of land and waiver agreed with prior informed of voluntary and negotiated agreements.	
7.6.1	Records of identification and assessment of rights based on legal and traditional rights by involving relevant government agencies and local communities.	
ST1	There is no land rights based on customary rights.	N/A
ST2	According to information from the Management of PT.BNS (Mr. Maryono) no land rights based on traditional rights and also the results of interviews with community of Parit 19 (Zarkawi and Siti) and Parit Ikhwan (Muriyah) state that there are no traditional rights.	N/A
S1		
S2		
S3		
S4		
7.6.2	The procedure of identification of people eligible for compensation.	
ST1	Procedure that manages compensation is available.	√
ST2	Mechanism of Conflict Resolution which was outlined in Conflict Resolution Procedure (RSPO/2.2/PK) is available. The procedure was performed additions/revisions to the conflict resolution mechanisms that involve the parties concerned. The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, District Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement of acquisition of the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of landowners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress of Land acquisition of PT. BNS period to December 2010 include progress of the acquisition of 271 ha in NPE, RSE and MDE is available	√

S1		
S2		
S3		
S4		
7.6.3	Records of the negotiation process and/or compensation settlements are generally available.	
ST1	Records of dealing process, but not in the new openings area are available.	N/A
ST2	See criteria 2.2. ; The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, District Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement of acquisition of the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of land owners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress Land acquisition of PT. BNS period to December 2010 include progress of the acquisition of 271 ha in NPE ,RSE and MDE is available	✓
S1		
S2		
S3		
S4		
7.6.4	Records of calculation and implementation of compensation payment.	
ST1	No new extension (expanding) and compensation payment and new openings was nit claimed.	N/A
ST2	See criteria 2.2. ; The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, District Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement of acquisition of the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of landowners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress Land acquisition of PT. BNS period to December 2010 include progress of the acquisition of 271 ha in NPE, RSE and MDE is available.	✓
S1		
S2		
S3		
S4		
7.6.5	Communities who lost access and rights to land for plantation expansion are given opportunity to get benefits from plantation development.	

ST1	No expansion of plantation area .	N/A
ST2	See criteria 2.2. ; The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, District Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement of acquisition of the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of landowners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress Land acquisition of PT. BNS period to December 2010 include progress of the acquisition of 271 ha in NPE, RSE and MDE is available.	√
S1		
S2		
S3		
S4		
7.6.6	Compensation claims process and results should be documented and available to the public.	
ST1	Recorded in the event of claims and compensation-and not in claims.	√
ST2	See criteria 2.2. ; The process of negotiation and the agreement is well documented, for example; Original Indemnity File on August 1, 2003 covering an area of 255 ha in Village II Dendan, Simbar Village, District Kateman) which covers the minutes of community acquisition arable land and its attachments, signed by the Parties of PT. BNS, Community Leaders, NGOs and acknowledged by officials government (Head of small villages, head of the village and sub-district heads), the joint statement with community who owned the land, proof of delivery (receipt) for compensation, Statement of acquisition of the land rights of each owner land, inventory results of plants, efforts and existing building, letter of Rights recognition of landowners, documentation of the implementation of compensation (the photos of land owners who receive compensation. Progress Land acquisition of PT. BNS period to December 2010 include progress of the acquisition of 271 ha in NPE, RSE and MDE is available	√
S1		
S2		
S3		
S4		
7.7	Preparation of fire in preparing land for new plantation has been avoided, except in special circumstances as in the ASEAN Guidelines or other regional Best Practices.	
7.7.1	Documentation on the analysis if the burning carried out in preparing land for planting.	
ST1	The result of field observations, no evidence of burning in land preparation.	√

ST2	<p>PT. BNS did not apply the land Burning systems in preparing land for planting (in accordance with that stated in the SOP No. 110/EST-ARM/08.</p> <p>Land clearing activities implemented by third parties, e.g. SPK (No. 008/LC/BNS-NPE/XII/2008) for activities in Block C 001, C 002 and C003 (Mandah Estate).</p> <p>The result of field observations in Block C001 (Mandah Estate), did not find any evidence of burning in the process of land clearing.</p>	✓
S1		
S2		
S3		
S4		
7.7.2	The company must have evidence of the implementation of zero burning.	
ST1	The result of field observations, no evidence of burning in land preparation.	✓
ST2	PT. BNS did not apply the land Burning systems in preparing land for planting. This is reinforced by the results of field observations which found no evidence of burning activities in land preparation (land clearing).	✓
S1		
S2		
S3		
S4		
7.7.3	Procedures and records of Land Fire Emergency Response	
ST1	Emergency response procedures available in the form of process flow, but did not describe the phases of activity to do when there is a fire. Non Conformance in this indicator is the CFA-2010.31	X
ST2	<p>PT. BNS has had land fire prevention procedures that include preventive activities (prevention), curative (action), and administration. However, these procedures do not describe the stages of prevention and adequate fire prevention. There are evidence records of daily patrols results by the Fire Department units on each estate. Besides, there is evidence (in the form of photo) of implemented emergency response simulations and conducted simulation practice during field visits.</p> <p>To determine the level of fire vulnerability, PT. BNS has posted (6 units of Fire Danger Index) in each estate. While to know the hot spots were taken from an analysis of NOA. However, PT. BNS has not made a map of the results of the identification of areas prone to fire. Non-Conformance Status of NC2010.31 declared as open with minor criteria.</p>	X
S1		
S2		
S3		
S4		
7.7.4	Facilities and infrastructure of land fire prevention	

ST1	Available at each estate area.	✓
ST2	Inventory List of Fire Department Equipment as well as the conditions on each estate and mill is available. For example List in Rotan Semelur Estate: Powder type fire extinguisher (40 tubes; good condition), Hydrant Pillar (3 pieces; good condition), Hose Hydrant (285 m; good condition), Plastic Hose (6 m; good condition), Hydrant Machines 1 (1 unit, damaged condition), Hydrant Machines 2 (1 unit good condition), Robin Machine (1unit; good condition), Nozzle Hydrant (4 units of good), Brigade Shirt (10 pieces; good condition), Shoes (10 pairs; good condition), Helm (10 pieces; good condition), Torch Head (10 pieces; good condition), Mask (10 pieces; good condition) and Home Equipment (1unit; good condition). There are 9 units of Fire Monitoring Tower and 6 units of Fire Danger Index. In addition to that ,2 (two) fire fighters teams,: 1 fire fighter team in the estate and 1 fire fighter team at the estate.	✓
S1		
S2		
S3		
S4		
PRINCIPLE #8 COMMITMENT TO CONSTANT IMPROVEMENT IN AREAS OF MAJOR ACTIVITIES		
8.1	Oil Palm plantation and mill regularly monitor and review their activities, developing and implementing action plans that allow for continuous improvement in main operations.	
8.1.1	Monitoring action plan which based on assessment of environmental and social impact analysis, and routine evaluation for plantation and mill activity is available. At a minimum this should include and not limited to: <ul style="list-style-type: none"> • Reducing the use of certain chemicals (criterion 4.6) . • Environmental impacts (criterion 5.1). • Reducing waste (criterion 5.3). • Pollution and emissions (criterion 5.6). • Social impacts (criterion 6.1). 	
ST1	Documented evidence of improvement efforts implemented by the company are not yet fully available. However, based on information from The manager of the POM, some corrective actions to minimize negative impacts on the environment have been performed, such as dredging of effluent pond to reduce the content of COD and nitrogen before being discharged into rivers.	
	Effluent pond sedimentation causing liquid waste stream faster than they should so that the fermentation process becomes imperfect. Non Conformance in this indicator is the NC 2010.32.	X
ST2	BNS has developed along-term plans related to the reduction of emissions and air pollution, namely: <ul style="list-style-type: none"> • Plan for reducing emissions and air pollution from the waste water plant using methane gas as an energy source, or known as Biogas project. Records of Biogas Project Simerdarby Plantation is available; this plan has been started since November 2010 in which a third party consultant has conducted a preliminary survey to the location of Teluk Bakau POM; this activity is planned to be completed in April 2011 • Plan for reducing emissions from the results of empty bunch burning in fuel furnace, through 	✓

	<p>installation of Empty Bunch Press which was placed in a position out side of the conveyor leading to the fuel furnace.</p> <ul style="list-style-type: none"> The result of a meeting on January 25, 2011 between the Teluk Bakau Estate POM with representative offices in Jakarta and Engineering Department of Malaysia that the specification of empty bunch press equipment will be designed by Jakarta and Malaysia's engineering department. Implementation of activities was planned to be started on June/ July2011. <p>Non Conformance Status of NC-2010.32 in this indicator is declared as closed.</p>	
S1		
S2		
S3		
S4		
8.1.2	Records of follow up to RSPO audit findings, if any.	
ST1	Has not been implemented and will be verified during main assessment.	✓
ST2	Follow up progress towards RSPO audit findings is available and considered as policy for main assessment.	✓
S1		
S2		
S3		
S4		

Annex 2. Checklist of Supply Chain				
Clause	Requirements	Supply Chain Model		
		IP	SG	MB
1	Documented Procedures			
1.1	The facility shall have written procedures and/or work instructions to ensure the implementation of all the elements specified in these requirements. This shall include at minimum the following:			
	a) Complete and up to date procedures covering the implementation of all the elements in these requirements.	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				

	b) Complete and up to date records and reports that demonstrate compliance with these requirements (See 5 for more details) and are 100% verifiable by auditor.	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	c) The name of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the facilities procedures for the implementation of this standard.	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
2	Purchasing and goods in			
2.1	The facility shall ensure that RSPO certified palm oil are identified. This shall include at minimum the following:			
	a) Order of RSPO certified palm oil product shall specify the requirement for RSPO certification in purchase orders. It shall be ensured that the origin of the material until the previous processing facility in the supply chain can be verified;	Yes	Yes	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	b) The facility receiving RSPO certified palm oil shall confirm that the RSPO certified palm oil delivered is the same as that specified in the purchase order and	Yes	Yes	No

	the accompanying trade and shipping documentation from the supplier, and that has been shipped by the supplier;			
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	c) The facility receiving RSPO certified palm oil shall ensure that the validity of accompanying trade and shipping documentation is verified prior to accepting the RSPO certified palm oil;	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	<i>A mechanism for handling non-conforming material</i>	Yes	Yes	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
3	Sales and goods out			
3.1	The facility shall ensure that all sales invoices issued for RSPO palm oil delivered include the following information:			
	a) The name and address of the buyer;	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				

S2				
S3				
S4				
	b) The date on which the invoice was issued;	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	c) A description of the product;	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	d) Reference to related transport documentation.	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
4	Processing			
4.1	The facility shall only choose a supply chain model in case where the RSPO certified palm oil has been verified to meet the intent and the requirements of the supply chain	Yes	Yes	Yes

	model at the previous stage of the supply chain.			
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
4.2	The facility shall ensure that the RSPO certified palm oil is uniquely identifiable to the mill and its supply base and is kept physically isolated from all other oil palm sources in its facility.	Yes	No	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
4.3	The facility shall ensure and verify through clear procedures and record keeping that the RSPO certified palm oil is kept segregated from non certified material including during transport and storage and be able to demonstrate that is has taken all reasonable and necessary measures to ensure the objective of 100% segregated material is reached. The system should guarantee the minimum standard of 95% segregated physical material.	Yes, see 4.2	Yes	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
5	Record keeping			
5.1	The facility shall maintain accurate, complete, up-to-date and accessible records and	Yes	Yes	Yes

	reports covering all aspects of these requirements.			
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
5.2	Retention times for all records and reports shall be at least 5 (five) years.	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
5.3	The facility shall record and balance the volume of RSPO certified palm oil on a three-monthly basis. This record shall include at minimum:			
	a) Ordered and received from supplier	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	b) Used in processing	Yes	Yes	No
ST1				

ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	c) Retained in storage	Yes	Yes	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	d) Dispatched as RSPO certified palm oil	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	e) The facility must register their transaction in the RSPO Traceability System (UTZ certified)	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				

5.4	The following trade names should be used and specified in purchase and sales contracts.	IP	SG	MB
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
5.5	The facility shall provide documented proof that the RSPO certified palm oil can be traced back entirely to the palm oil mill.	Yes	No	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
5.6	The facility shall provide documented proof that the RSPO certified palm oil can be traced back to only certified segregated material	No	Yes	No
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
5.7	The facility shall:			
	a) Match sales of RSPO certified palm oil with corresponding purchases from a	Yes	Yes	Yes

	certified processing unit through the Mass Balance Supply Chain Model.			
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
	b) Ensure that the output (sales) of RSPO certified palm oil does not exceed the input (purchases) of RSPO certified palm oil delivered to the facility.	No	No	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
6	Training			
6.1	The facility shall specify and provide the training for all staff as required to implement the requirements of the Supply Chain Certification Systems.	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
6.2	The facility shall keep records of the training provided to staff in relation to implementation of these requirements.	Yes	Yes	Yes
ST1				

ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				
7	Claims			
7.1	The facility shall only make claims regarding the use of or support of RSPO certified palm oil that are in compliance with the RSPO Guidelines for Communication and Claims (see Annex 10).	Yes	Yes	Yes
ST1				
ST2	<i>Not Applicable; Not audited yet</i>			
S1				
S2				
S3				
S4				

<p>Annex 3. Checklist of Time Bound Plan Verification Results of the RSPO Certification <i>(Only apply for Surveillance Assessment Report)</i></p> <p>Total Companies visited (0.8 √Y) Where Y is the total of one holding company</p> <p>The company name :</p> <ol style="list-style-type: none"> 1. 2. 3. <p>Visit Date :</p>		
	VERIFICATION RESULT of MUTU-Certification	STATUS
PRINCIPLE #2	Compliance With Applicable Laws and Regulations	
PRINCIPLE #5	Environmental responsibility and conservation of natural resources and biodiversity	
PRINCIPLE #6	Responsible consideration of employees and of individuals and communities affected by growers and mills	
PRINCIPLE #7	Responsible development of new plantings	

Annex 4. Checklist of Conformity against certificate and logo *(Only apply for Surveillance Assessment Report)*

1.	Evidence of permission or approval certificate and logo from Certification Body which submitted by Client	X or√
	<i>Not Applicable; Not audited yet</i>	
2.	Implementation of certificate and logo used by Client comply with size and type (shape) against Guideline of Logo Use	X or√
	<i>Not Applicable; Not audited yet</i>	
3.	Implementation of Certificate and Logo is not used on product	X or√
	<i>Not Applicable; Not audited yet</i>	
4.	Pengendalian sertifikat dan logo oleh klien termasuk pengendalian/ penarikan Logo yang tidak sesuai	X or√

	<i>Not Applicable; Not audited yet</i>	

Annex 5. Peer Review Report		
Name of Reviewer:		
I. General comments on the evaluation		
No	Issues and Comments	Clarification/explanation TO BE FILLED IN BY MUTU
1	Why include the findings from the Pre assessment? It only pads up the Assessment Report.	<p>Stage-1 (pre-assessment) is an activity to review the readiness of management units on the compliance requirements the RSPO standard.</p> <p>At the Main Assessment (stage-2), CB see compliance with RSPO standards and also consider the condition results from an attempt Pre Assessment activities in compliance requirements the RSPO standard, and became an integral part in explaining or determining the status of the nonconformity standard requirements.</p>

2	<p>There are 5 major Non-conformances reported. What procedures are employed for closing major non-conformance? Major Non- conformances must be closed before certification.</p>	<p>Certification Body determined Major Findings if the conditions are as follows:</p> <ol style="list-style-type: none"> A breach of a requirement which is not a critical failure of the Sustainable Palm Oil management system, which if not addressed could lead to a critical failure of the SPO system elements or standard requirements. The breach of RSPO requirements that is not critical or not fully implemented against the major indicators or minor indicators. <p>Example: HCV Areas delineation (Major 5.2.2; Major 7.3.2)</p> <ul style="list-style-type: none"> NC: The organization had not consistently performed HCV areas delineation that has been identified the existence in working area of BNS. For example: There were no identities and marking of boundaries in the area defined as HCV 4, Dendan River riparian. Observation: There had been evidence of HCV areas marking in the site as sign board. However, not all HCV areas had boundaries pole. For example HCV 1, 3, and 4 in Dendan river area and Occupational areas
3	<p>Was there any verification by the Assessment Team on the ground with the Boundary stones apart from BSS 20?</p>	<p>Team has checked out on the ground to Boundary stone number 60, not BSS 20. (See 2.3.4 Assessment sample location; Location 17 page 13)</p>
4	<p>Are there certificates for Boilers and diesel generators?</p>	<p>Certificate available for each station operator such as turbines, steriliser, and generator comply with regulations form the labor ministry. For example steam vessel Permit (Sterilizer) issued by the Director of Work and Safety Norms and & Occupational health, safety and company hygiene and Work Health, Riau Province on November 4th , 2000; Boiler Permit issued by the Advisory Director of Norms of Occupational health, safety and company hygiene, on December 29th , 2003</p>
5	<p>Did the Assessment Team check to see whether engineers in the Mill, Boiler men, Electricians, Charge men are authorised by the relevant authorities to perform their jobs?</p>	<p>Yes, At the main assessment the operator license that issued by Labor Department have been showed to auditor team e.g. OHS license for boiler operator named Fahyal and Sukirno, was acknowledged in year 2004 by the Director of Occupational Health and Safety Supervision; validity period of 5 years.</p>
6	<p>Why the varying responses? Are there land disputes with communities still not settled? Why the varying responses? Are there land disputes with communities still not settled?</p>	<p>The Company has been provided a formal record of which is shown a testimonial meeting the between Company with the local communities on 24 March 2011. The result of the meeting was concluded BNS Will not open the land where the local communities inside BNS has occupied work area, and the local communities will from BNS's not disturbing the area by Increasing the current extents area. This was a meeting involving all parties including BNS management, local communities, and Head of Village.</p>
7	<p>Is there any evidence that land acquisition is with Free, Prior and Informed consent?</p>	<p>Yes, the company has been provided a record of formal testimonial which is shown a meeting between Company with the local communities on 24 March 2011. The result of meeting was concluded BNS will not open the land where local communities has occupied inside BNS work area, and the local communities will not disturbing BNS's area by increasing the current extent area. This meeting was</p>

		involving all parties including BNS management, local communities, and Head of Village.
8	The List of stakeholders contacted does not include NGO's (WALHI, Jikalahari), Labor Agency of Indragiri Hilir, Environmental Body of Indragiri Hilir, Kontak Rakyat Borneo and Gemawan or other local NGO's. Are there reasons why they are left out?	We had invited Labour Agency of Indragiri Hilir, Environmental Body of Indragiri Hilir (in the list of stakeholders number 19 and 22), and the NGO's local that is Anoa NGOs, Essential Foundation and Lifeboat Indonesia Raya Union (lifeboat Indoratu) NGOs (in the list of stakeholders, number 13, 14 and 25)
9	Does the document contain data on FFB yield/ha, OER, CPO yield/ha and cost of production?	Yes, the document contains data FFB yield/ha, OER, CPO yield/ha and cost of production (see the indicator major 3.1.1)
10	Are there SOP's on safe working practices and application of pesticides etc.	Yes there is, its on procedure of Occupational Health and Safety (OHS) activities (Policy No. 711/TQEMS-P2K3/07)
11	How about SOP's for riparian zone management.?	The company have a Memorandum No. POD-UM-061/IV/2010 dated on March 8 th , 2010 for management and monitoring of HCV areas within BNS area including for riparian zone management.
12	Do the SOP's for safe working practices in the mill include "permit to work system" and use of PPE's?	Yes, the company have procedure of Occupational Health and Safety (OHS) activities (Policy No. 711/TQEMS-P2K3/07) for safe working practices in the mill include permit to work system and use of PPE's.
13	Does the Soil Analysis include periodic tissue and soil sampling to monitor changes in nutrient status?	Not yet, PT. BNS had never done semi-detailed survey or detail, so that there were no available data or information regarding the periodic tissue and soil sampling to monitor changes in nutrient status. New soil survey activities will be held in 2012 in accordance with the proposals contained in Soil Fertility Survey, published by PT. BNS Minamas Agronomy Research Centre in 2011 for implementation in 2012.
14	Is there monitoring of the area on which EFB, POME and zero-burn replanting is applied?	There is no, empty bunch was burned in the furnace (incinerator); the POME flowed into rivers; and PT. BNS there is no evidence the results of zero burning records implementation in the process of land preparation. However, based on the observation field in Block G22 (Mandah Estate) plant in 1998, there were no traces of burning on the process of land clearing.
15	Is Outgoing water into main natural waterways monitored? How frequently is this done?	Available records of liquid waste management monitoring is available at locations that inform liquid waste debit that produced by palm oil processing mill, and liquid waste debit that thrown away to river after given treatment passed by aerobe and anaerobe process through circulation of 10 ponds of effluent. For example: data from WWTP debit records period July to October 2009, obtained information on total water usage of 1.3 m ³ /tonne Fresh Fruit Bunch processed, while the liquid waste generated is 0.6 m ³ /tonne Fresh Fruit Bunch processed.
16	Is there monitoring rainfall data for proper water management?	Yes, however for proper water management they used piezo meter implementation and also they have monitored record for water level.
17	What contributes to the poor quality of river water despite the attention given by the companies? Is it affected by discharge of effluents from the plantation?	Companies conduct these policies to ensure that water quality is always good, however the current water quality complies with quality standards
18	What measures are being taken to improve on domestic water supply?	The company implemented the coagulation system on the use of domestic water supply.
19	Is monitoring of pesticide usage units per hectare or per ton crop e.g. total quantity of active ingredient (a.i.) used/ tonne of oil carried out?	Yes there is, The company has consistently keep records of pesticide used per hectare and the active ingredient per hectare which are contained in Toxicity Monitoring Matrix Document of pesticides and chemicals.

20	Does the training program include training on use of agrochemicals and pesticide hazards?	The company provides training on the use of agrochemicals and the dangers of pesticides to workers related with the agrochemical materials for example workers sprayers and head of the warehouse.
21	Are spraying gang workers given training?	Yes, BNS has conducted training for spray personnel, for example: Demonstration training of the usage of spraying equipments.
22	Are employees exposed to high noise levels provided with training? Are contractors workers too provided with safety training?	Yes, Workers related to high noise levels have been licensed as an operator, for example boiler operators, machine operators and operator sterilization room. Companies in the receiving contractor, requires the contractor workers to comply with applicable labour laws including OHS training is stated in the letter of agreement.
23	What is the substitute for paraquat used in the plantations?	The substitute for paraquat used is Basta with active ingredient Glufosinate Ammonium.
24	Whether first aid kit issued to workers handling highly toxic pesticide.	Yes, the first aid kit issued has to workers handling highly toxic pesticide with appropriate medicine.
25	What were the results of the tests?	Physical check of blood pressure, eyes, breathing, heart beat, and weight.
26	Whether medical checks have revealed any Occupational Diseases.	Preferred medical checks is conducted to spraying workers and operators while the medical check for all workers general check up then if there are any health complaints will be further check up.
27	Whether GP is trained in occupational medicine.	Yes, the Doctors who perform medical check on PT. BNS has had Hiperkes training and Safety working certificates for Doctors Company/Industry
28	Have workers who work with pesticides been interviewed to find out if they suffer from skin disorders or rashes, breathing difficulties or nail problems which are classical symptoms of toxic reactions?	At the time of the interview with the confessions of the two spraying workers (Rotan Semelur Estate) there are no disease from skin disorders or rashes, breathing difficulties or nail problems which are classical symptoms of toxic reactions
29	How is spill containment managed?	Available of spill containment for example oil trap in the oil storage after the oil trap full with oil its transferred to second containment in the Hazardous Waste Material Warehouse.
30	Are used pesticide containers returned or disposed of in accordance with manufacturer's label.	Used pesticides packages have been managed in accordance with the regulations (PP No.18 Tahun 1999). Packaging of pesticides used was collected at licensed hazardous waste storage, as in Mandah Estate (License No.660.1/BLH/XII/2010/615 issued by the Head of Environment Body, Indragiri Hilir District on December 22 nd , 2010
31	Are workers provided with personal protective equipment?	Based on field visits (at Rotan Semelur Estate) there are known the workers on PT BNS has been using personal protective equipment. For example the Harvester used the glasses, gloves, boots, helmet. The welder (workshop of MDE) used the glasses, helmet, gloves, safety shoes, apron.
32	Has this been verified with claims made to Jamsostek?	Yes, when accident happen to the workers the company will make reimbursement to Jamsostek office for all costs that have been charged.
33	Does this mean there were accidents contradicting the previous statement on same page?	No, there were no contradicting, the previews statement their is no accident on January-March 2010 period and the second statement there were accidents on October – December 2010 period.
34	Is there record of Loss Time Accidents so that monitoring to reduce accidents can be done?	Yes, the records show of Loss time accidents. The company has the Work Accident Monitoring document in every

		Estate and Mill so that monitoring to can be used for analyzing to reduce accidents in the company.
35	Does the record of accidents also include workers engaged through contractors?	the record of accidents also include workers engaged through contractors. The company has a policy that every accident in the entire work area must be monitored and recorded based on monitoring of occupational accidents are not accidents of work for workers engaged through contractors.
36	Is an audit on all PPEs used at the Mill (by workers) to ensure they comply with the minimum standards carried out?	Based on a mill visit at the station such as engine rooms, storage, Loading Ramp, steriliser of waste and the station kernel, it is known that all workers have been wearing PPE such as helmet, boot, ear plug, glove and light jacket
37	What about boilers and diesel generators? Are they certificated? Do they comply with local laws?	Certificate available for each station operator such as turbines, steriliser, and generator comply with regulations form the labor ministry. For example steam vessel Permit (Sterilizer) issued by the Director of Work and Safety Norms and & Occupational health, safety and company hygiene and Work Health, Riau Province on November 4 th , 2000; Boiler Permit issued by the Advisory Director of Norms of Occupational health, safety and company hygiene, on December 29 th , 2003.
38	Are boilers equipped with smoke density monitors and recorder control equipment and safety latches to doors?	Yes, the smoke density metre is in good condition. The company has recorded the control equipment and there is evacuation line for safety latches.
39	Has the Assessment Team checked to see whether engineers in the Mill, Boiler men, Electricians, Charge men are authorised by the relevant authorities to perform their jobs?	Yes, At the main assessment the operator license that issued by Labor Department have been showed to auditor team e.g. OHS license for boiler operator named Fahyal and Sukirno, was acknowledged in year 2004 by the Director of Occupational Health and Safety Supervision; validity period of 5 years.
40	How are workers conveyed to the worksite? Are the vehicles fitted with safety equipment? Are they suitable for transport of workers?	The workers have been provided transportation by speedboat with safety equipment for example life jacket and helmet.
41	Has a Public Consultation been conducted within the HCV Identification document as what has been required in and stated in the Manual for Identification of High Conservation Value Area in Indonesia, which was published by the revisionary commission for Indonesia's HCV Toolkit, June 2008?	Yes, The company has shown evidence for public consultation of involvement government (for example Regional Environmental Impact Management Agency, Environmental Body and Department of forestry) and NGOs related fields (environment and social) in the preparation area of High Conservation Value (HCV).
42	Does the Company's HCV management plan make specific reference to the threatened species found to exist in the area?	No, there is the management of rare types or endangered species such as Sumatran tigers, ant eaters, and gibbons are not yet available, (see indicator 5.2.2) are still in the process of periodic monitoring every 3 months. No details provided on the HCV Management Plan. The Company's HCV management plan should make specific reference to the threatened species, if found to exist in the area. Specific management measures for these species should be identified. They should obtain input from specialists in determining appropriate management prescriptions. Where possible this should include representation from the balanced representation from the government, academia and NGOs.)
43	Are there action plans drawn to show downtrend in the	The company conducting the efficiency of diesel fuel by increasing the

	use of fossil fuel?	fibber and shell usage to replace diesel fuel. Can be show in Renewable Energy Documents
44	Is there monitoring of noise levels at the mill?	Yes there is (Indicator 5.6.1 Major, Number 2 page 94), monitored the noise levels parameters every 6 (six) months.
45	Were employees exposed to high noise levels sent for Audiometric tests?	The audiometric test has not been done while main assessment, However the company has made the program for July 2011 - June 2012 period.
46	When was the last test done on workers employed in the noisy areas of the factory?	The audiometric test has not been done while main assessment, However the company has made the program for July 2011 - June 2012 period. However the company has conducted basic medial check up, the medical check at Teluk Bakau POM on November 19 th , 2010 by a doctor
47	What were the results of the tests on hearing defects of employees in stations where the noise levels are high?	The audiometric test has not been done while main assessment, However the company has made the program for July 2011 - June 2012 period.
48	Are baseline audiogram and occupational and medical history records kept for workers in areas of high noise levels?	The audiometric test has not been done while main assessment, However the company has made the program for July 2011 - June 2012 period.
49	Are mill workers provided PPE for noise? protection?	Yes, the company has provided ear plug for mill workers (See indicator 5.6.1 Major, Number 2 pg 94).
50	Are tests done to check quality of river water?	The company has conducted check quality of river water, the results of river water quality testing can be show in Report Of River Water Analysis, PT. BNS (See the indicator 4.4.1 Minor page 64)
51	What are the results on BOD and COD?	Yes, for example river water quality 18 June 2009 to 1 July 2009. Result of analysis: Dissolved solid 1.530 mg/L; Suspended Solid 51.0 mg/L; BOD 5 days 20° 18.8 mg/L; COD by K ₂ Cr ₂ O ₇ 60.6 mg/L; Ammonia 8.41 mg/L; Arsenic dissolved Below 0.003 mg/L; Mercury dissolved Below 0.001 mg/L; Zinc dissolved 0.060 mg/L; Sulfur as H ₂ S Below 0.01 mg/L; Oil & Grease Below 0.20 mg/L; Phenolic compound Below 0.02 mg/L; Fecal Coliform 720 per 100 mL; and Total Coliform 910 per 100 mL (See the indicator 4.4.1 Minor page 64). Its accordance with quality standard of the regulation of Health Minister No.907 year 2002 on the Physical Analysis, Inorganic Chemical and Microbiology
52	What type of housing is provided: one room two rooms?	The type of housing provided is one room for one family
53	Is water supply piped to individual houses?	Yes, available supply piped to individual house and the clean water from water tank in the estate.
54	Does the company review wages paid to contractor's workers?	The Company does not have the authority to review wages paid to contractors workers, the company only in the employment agreement requires the contractor that the contractor shall comply with regulatory about the employment, including wages in accordance
55	Are contractors workers registered with Jamsostek?	The Company does not have the authority to registered with Jamsostek of contractors workers, the company only in the employment agreement requires the contractor that the contractor shall comply with regulatory about the employment, including Social Security.
56	Did the auditors check whether children are assisting parents at loose fruit picking?	Yes, the auditors check whether children are assisting parents at loose fruit picking or other odd jobs, however not find children under the age to work.

57	Is it communicated to all female employees?	Yes, the company has conducted the socializations by Gender Committee, field assistant, and the sign board.
58	Were stakeholders consultations conducted?	The stakeholders consultation has conducted at main assessment on the 8 February 2011.
59	Is there evidence that conversion lands are not HCV?	Based on HCV study, no HCV was found at land clearing area after November 2005.
60	Did the auditors visit the sites to check accuracy of documents?	Yes, the auditor has visited the new planting area Blok E 11 NPE side by side with occupations area.
61	Have the auditors seen the reports on the survey of HCV sites within the replanted area? Who produced the report? Were there sensitive species within the area?	There is no replanted area, the auditors seen the reports survey of HCV held by Foundation of Indonesia Sustainable Oil Palm /Yayasan Kelapa Sawit Berkelanjutan Indonesia (YASBI), December 2009, with the scope for all area statement (mature and immature area)

II. General comments on the inspection report

No	Issues and Comments	Clarification/explanation TO BE FILLED IN BY MUTU

III. Specific comments on the proposed certification decision, including any reconditions, conditions or recommendations

No	Issues and Comments	Clarification/explanation TO BE FILLED IN BY MUTU

Annex 6. Result of RSPO Panel Committee - RSPO Certification

No	Input and Responses
1	<p>Assessment results:</p> <ul style="list-style-type: none"> - All NCRs with major status had been closed out and decreasing to be minor because of there was progress. - For next audit should be aware for the major status within major column indicators.
2	<p>Recommendation:</p> <ul style="list-style-type: none"> - All NCRs or CARs had been reviewed by RSPO reviewer and accepted. - Auditor showed and agreed the results of auditing can be recommended against RSPT Standards.
3	<p>Panel of committee certification:</p> <ul style="list-style-type: none"> - Agreed with all auditors and reviewer results - Agreed and decided to be issued RSPO certification for PT BNS

Annex 7. List of stakeholder contacted in the RSPO certification process

No	Institution/Department	No	Institution/Department
1	Head of the Provincial Governor of Riau		Head of Parit 10 Penjuru Village
2	The Regional Secretary of Riau Province		Head of Parit 17 Dendan Village
3	Head of Riau Plantation Agency		Head of Parit Medan Village
4	Head of Riau Forestry Agency		Head of Ganda Jaya
5	Head of Riau Labor, Transmigration and Demography Plantation Agency		Head of Ringin Village
6	Head of Riau Health Agency		Head of Mendahara Village
7	Head of Riau Promotion and Investment Coordinating Board		Head of Bagong Alang Village
8	Head of National Land Agency of Riau Province		Head of Bikuan Village

9	Head of Riau Environmental Agency	Head of Berayon I Village
10	Head of Riau Regional Revenue Agency	Head of Bente Village
11	The Rector of Universitas Negeri Riau (Riau State University)	Public figure of Penjuru and Sungai Guntung Village
12	Foundation of Riau Community Development	Public figure of Sungai Guntung Village
13	Hakiki Foundation	Public figure of Sungai Simbar Village
14	Anoa NGO	Public figure of Bayu Mas Village
15	Regent of Kabupaten Indragiri District	Public figure of Ganda Jaya Village
16	Head of National Land Agency of Indragiri Hilir District	Public figure of Brayon 2
17	Head of Indragiri Hilir District Health Agency	Contractor of CPO Transporter
18	Head of Indragiri Hilir District Forestry Agency	Contractor of Kernel Transporter (PT. Inti Benu Perkasatama)
19	Head of Indragiri Hilir District Social, Labor and Transmigration Agency	Contractor of TBS Discharging
20	Head of Indragiri Hilir District Agriculture Agency	Contractor of MDE Harvesting
21	Head of Indragiri Hilir District Forestry Agency	Contractor of TBE Harvesting (PT Remit Tradi sejahtera)
22	Head of Indragiri Hilir District Environmental Agency	Engineering Contractor (PT Sumatera Multi Indah)
23	Head of JAMSOSTEK of Indragiri Hilir District	Transportation and Harvesting Contractor
24	Tembilahan Agriculture Polytechnic	Contractor of RSE Harvesting
25	Director of Sekoci Indonesia Raya Bersatu (sekoci Indoratu) NGO	The Principal of SDS Dwimas Sejati
26	Head of Riau Mandiri Foundation	The Principal of SDS Dwimas Sejati
27	Police Chief of Indragiri Hilir Resort	The Principal of SMP Dwimas Sejati
28	DANDIM Indragiri Hilir	The Principal of SDS Teluk Bakau Estate
29	Kateman Sub district Head	The Principal of SDS Dwimas Sejati RSE
30	Kateman Sub district Secretary	The Principal of SDS Nusa Lestari Estate
31	Police Chief of Kateman Sector	Batam Authority Hospital (RS Otorita Batam)
32	DANRAMIL Kateman	Head of SPSI TBE
33	Pelangiran Sub district Head	Head of SPSI NLE
34	Police Chief of Pelangiran Sector	Head of SPSI NPE
35	Head of Penjuru Village	Head of SPSI MDE
36	Head of Simbar Village	Head of SPSI Staf BNS
37	Head of Belaras Village	Head of SPSI RSE
38	Secretary of Belaras Village	Head of SPSI TBF
39	Head of Parit 5 Penjuru Village	Head of SPSI Sub district
40	Head of Parit 7 Penjuru Village	BKS PPS
41	Head of Parit 8 Penjuru Village	
42	Head of Parit 9 Penjuru Village	

Annex 8. Glossary	
AMDAL	: Analisis Dampak Lingkungan (Environmental Impact Analysis)
APD	: Alat Pelindung diri(Personal Protection Equipment/PPE)
APAR	: Alat Pemadam Api Ringan(Light Fire Extinguisher Equipment)
B3	: Bahan Beracun dan Berbahaya(Hazardous Material)
BAPEDALDA	: Badan Penanggulangan Dampak Lingkungan Daerah (Regional Environmental Impact Management Agency)
BBM	: Bahan Bakar Minyak(Oil Fuel)
BLH	: Badan Lingkungan Hidup(Environmental Body)
BOD	: Biological Oxygen Demand
BPN	: Badan Pertanahan Nasional(Land Affairs Agency)

BSS	: Block Spraying System
CITES	: Convention On International Trade Endanger Species
COD	: Chemical Oxygen Demand
CPO	: Crude Palm Oil
CSR/CD	: Corporate Social Responsibility/ Community Development
HCV/NKT	: High Conservation Value / Nilai Konservasi Tinggi
HGU	: Hak Guna Usaha(Land Use Rights)
HIRAC	: Hazard Identification Risk Assessment Control
IPAL	: Instalansi Pengelolaan Air Limbah(Waste Water Treatment Plant)
JAMSOSTEK	: Jaminan Sosial Tenaga Kerja(Employee Social Security)
K3	: Kesehatan dan Keselamatan Kerja(Occupational Health and Safety/OHS)
KAN	: Komite Akreditasi Nasional(National Accreditation Committee)
LC	: Land Clearing
LD ₅₀	: Lethal Dosage (for 50% of the population to be killed)
LSM	: Lembaga Swadaya Masyarakat(Non-governmental Organization)
MSDS	: Material Safety Data Sheet
NLE	: Nusa Lestari Estate
NPE	: Nusa Perkasa Estate
P2K3	: Panitia Pembina Kesehatan dan Keselamatan Kerja(Advisory Committee of Occupational Health and Safety)
P3K	: Pertolongan Pertama Pada Kecelakaan(First Aid)
PBB	: Pajak Bumi dan Bangunan(Property Tax)
Permentan	: Peraturan Menteri Pertanian(Minister of Agriculture Regulation)
PHT	: Pengendalian Hama Terpadu(Integrated Pest Management)
PK	: Palm Kernel
PKB	: Perjanjian Kerja Bersama(Collaborative Agreement)
PKS	: Pabrik Kelapa Sawit(Palm Oil Mill)
POME	: Palm Oil Mill Effluent
PP	: Peraturan Pemerintah (Government regulation)
PSD	: Plantation Service Department
PSE	: Pinang Sebatang Estate
PUK	: Pimpinan Unit Kerja(Work Unit Leader)
RKL	: Rencana Kelola Lingkungan(Environmental Management Plan)

RPL	: Rencana Pemantauan Lingkungan(Environment Monitoring Plan)
RSE	: Rotan Semelur Estate
RSPO P&C	: Roundtable on Sustainable Palm Oil Principle and Criterion
S1	: Survaillance 1
S2	: Survaillance 2
S3	: Survaillance 3
S4	: Survaillance 4
ST1	Stage 1
ST2	Stage 2
SKU	: Satuan kerja Usaha(Work Effort Units)
SOP	: Standard Operational Procedure
SPSI	: Serikat Pekerja Seluruh Indonesia(The National Labor Union of Indonesia)
TBE	: Teluk Bakau Estate
TBF	: Teluk Bakau Factory
TBS	: Tandan Buah Segar(Fresh Fruit Bunches)
UMR	: Upah Minimum Regional(Regional Minimum Wages)
UU	: Undang – Undang (Act)