

*Roundtable on Sustainable Palm Oil Certification
RSPO*

[✓] Surveillance

Name of Management Organisation : **Putera Manunggal Perkasa Palm Oil Mill – PT Putera Manunggal Perkasa subsidiary of Austindo Nusantara Jaya Agri**

Plantation Name : PT Putera Manunggal Perkasa (Kasuari Estate and Cenderawasih Estate), PT Permata Putera Mandiri (Gaina Estate and Metamani Estate)

Location : Womba and Ikana Village, Aifat Selatan Sub District, Maybrat District; Sumano and Benawa 1 Village, Kais Sub District, Sorong Selatan District, Papua Barat Province. Indonesia

Certificate Code : **MUTU-RSPO/165**

Date of Certificate Issue : 23 December 2021 Date of License Issue : 30 January 2023

Date of Certificate Expiry : 22 December 2026 Date of License Expiry : 22 December 2023

Assessment	Assessment Date	PT. Mutuagung Lestari Auditor	Reviewed by	Approved by
ASA-1	08 to 12 November 2022	Briyogi Shadiwa (Lead Auditor), Kiki Fadli, Firda Tarunajaya, Helma Namira	Moh Arif Yusni	Leonada

Assessment	Approved by MUTUAGUNG LESTARI on:
ASA-1	17 January 2023

TABLE OF CONTENT

FIGURE

Figure 1. Location Map of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri	2
Figure 2. Operational Map of PT Putera Manunggal Perkasa	3
Figure 3. Operational Map of Permata Putera Mandiri	4

Abbreviations Used	5
--------------------	---

1.0 SCOPE of the CERTIFICATION ASSESSMENT

1.1 Assessment Standard Used	6
1.2 Organisation Information	6
1.3 Type of Assessment	6
1.4 Location of Mill and Plantations	6
1.5 Description of Area Statement	7
1.6 Planting Year and Cycle	7
1.7 Description of Mill and Supply Base	8
1.8 Estimate Tonnage of Certified Product	8
1.9 Other Certifications	9
1.10 Time-Bound Plan	9

2.0 ASSESSMENT PROCESS

2.1 Assessment Team	12
2.2 Assessment Methodology, Assessment Process and Locations of Assessment	12
2.3 Stakeholder Consultation and Stakeholders Contacted	16
2.4 Determining Next Assessment	16

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification	17
3.2 Conformity Checklist of Certificate and Logo Use	87
3.3 Summary of RSPO Partial Certification	88
3.4 Identification of Findings, Corrective Actions, Observations, Opportunity for Improvement and Noteworthy Positive Components	93
3.5 Summary of Arising Issues from Public, Management and Auditor Responses	106

4.0 CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY

4.1 Formal Signing of Assessment Findings	109
---	-----

APPENDICES

1. List of Stakeholders Contacted in the RSPO Certification Process	110
2. Assessment Program	111

Figure 1. Location Map of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri

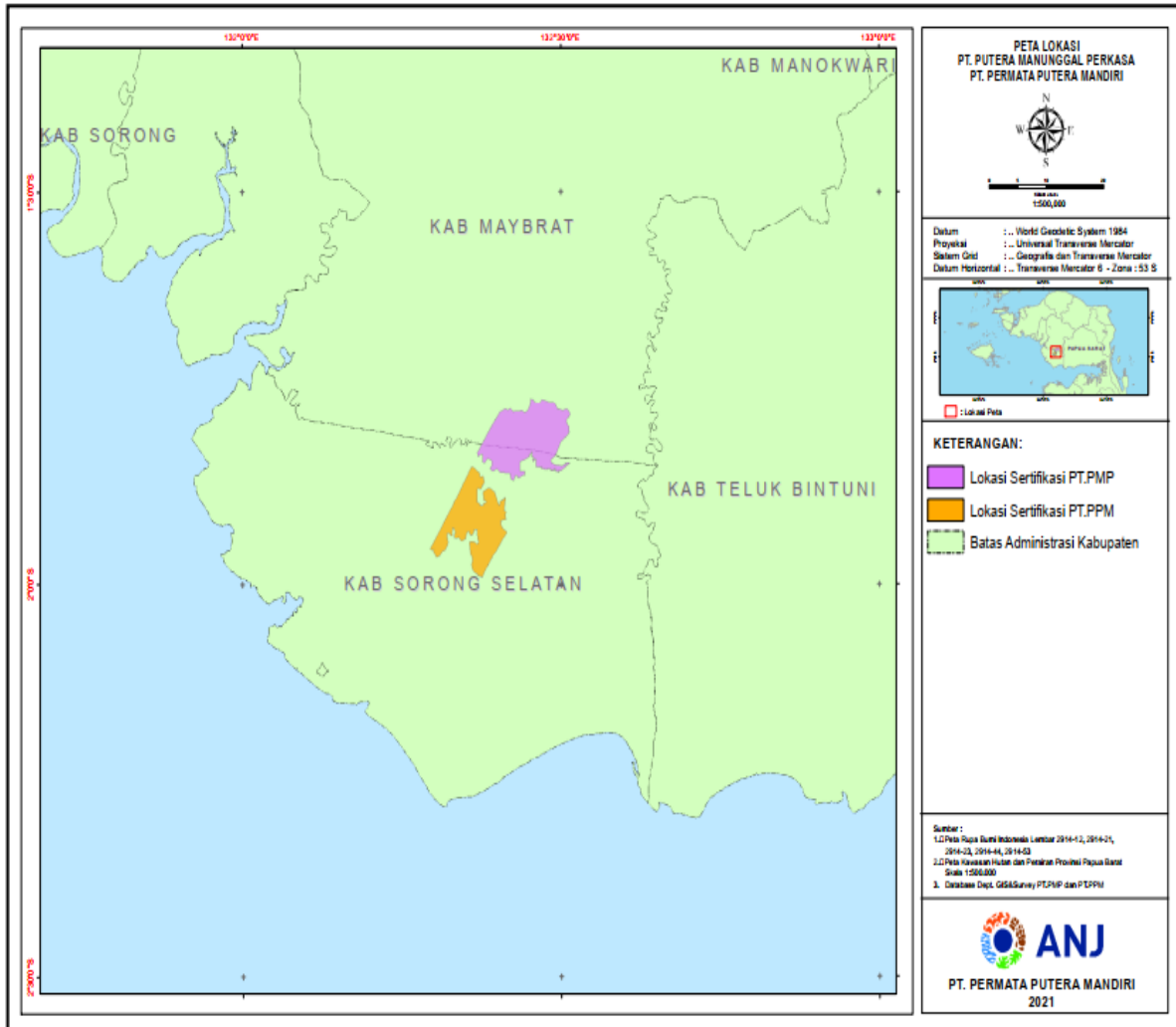


Figure 2. Operational Map of PT Putera Manunggal Perkasa

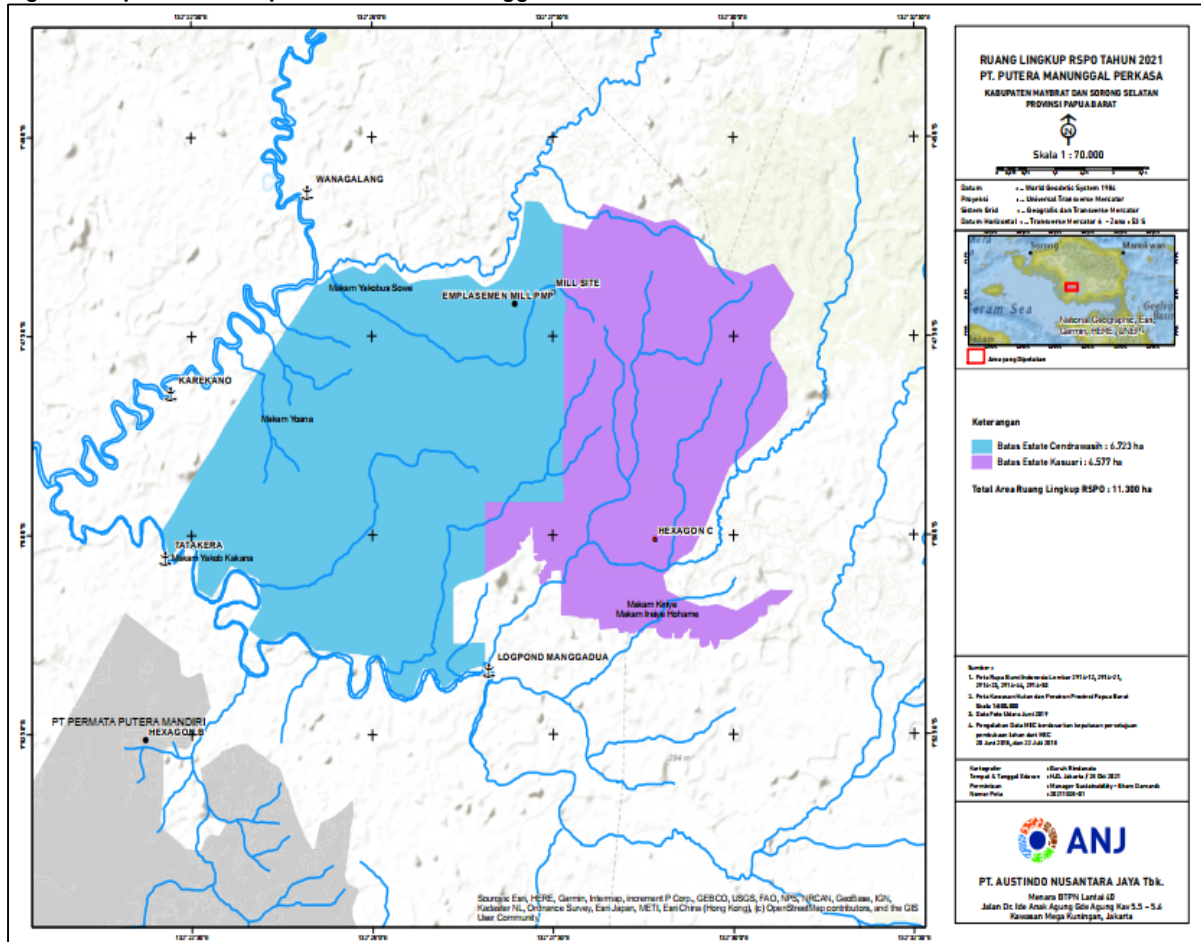
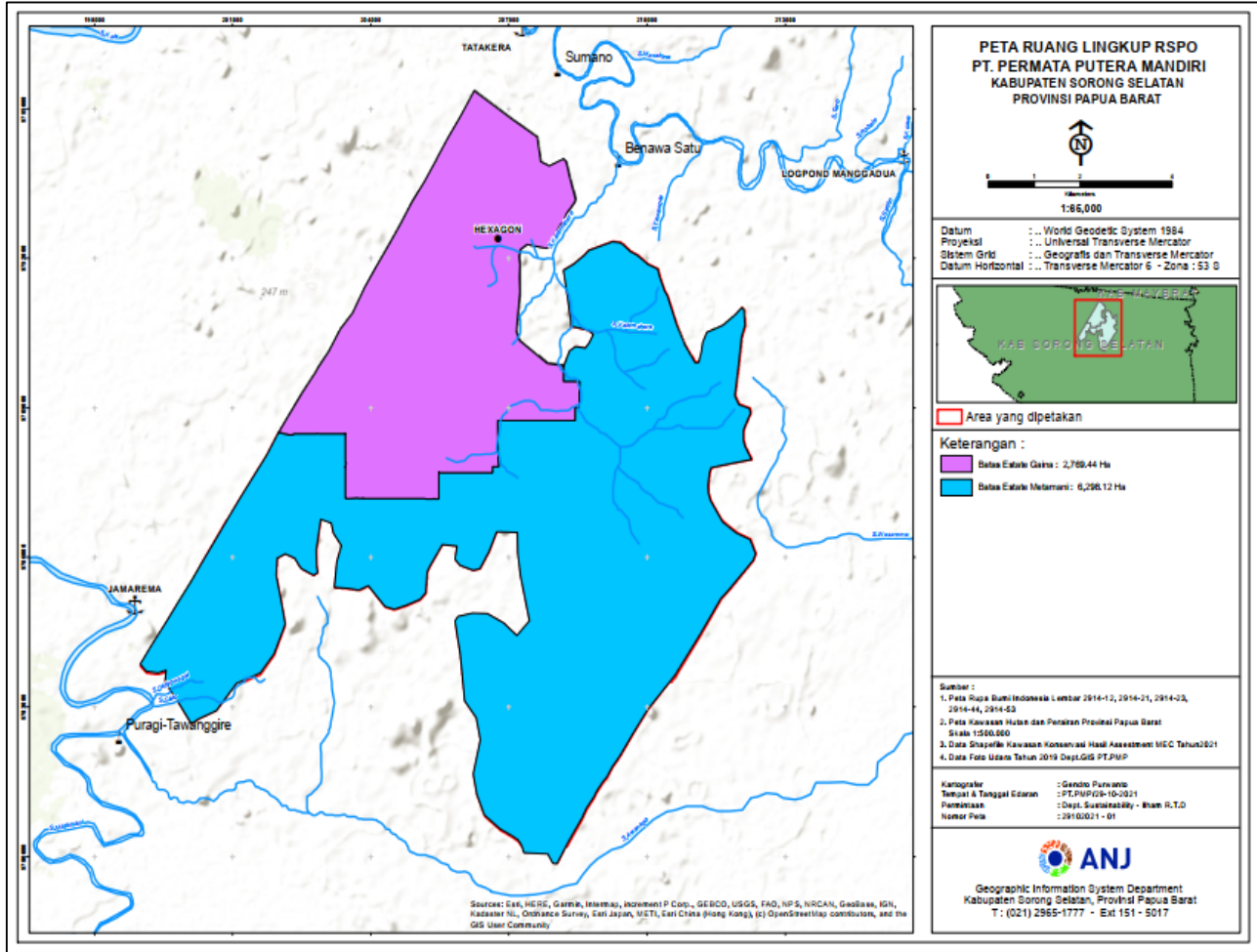


Figure 3. Operational Map of PT Permata Putera Mandiri



Abbreviations Used

AKAD	:	<i>Antar Kerja Antar Daerah / Inter-Regional Work</i>
ALS	:	Assessor Licence Scheme
AMDAL	:	<i>Analisa Mengenai Dampak Lingkungan</i>
ANDAL	:	Environmental Impact Analysis Main Report / <i>Analisa Dampak Lingkungan</i>
ANJ	:	Austindo Nusantara Jaya
BKSDA	:	<i>Badan Konservasi Sumber Daya Alam</i>
BOD	:	Biological Oxygen Demand
BPJS	:	<i>Badan Penyelenggara Jaminan Sosial</i>
HAZARDOUS	:	<i>Bahan Berbahaya dan Beracun (Hazardous and Toxic Material)</i>
CITES	:	Convention on International Trade in Endangered Species
CID	:	Community Involment Development
CPO	:	Crude Palm Oil
CPCL	:	Prospective Farmers Prospective Land
CSR	:	Corporate Social Responsibility
CWT	:	Central Workshop Traction
EFB	:	Empty Fruit Bunch
FFB	:	Fresh Fruit Bunch
GHG	:	Green House Gas
HCV	:	High Conservation Value
HGU	:	<i>Hak Guna Usaha / Cultivation Rights</i>
IC	:	Initial Certification
IUP	:	<i>Izin Usaha Perkebunan / Plantation Business License</i>
K3	:	<i>Keselamatan dan Kesehatan Kerja / Occupational Health and Safety</i>
KER	:	Kernel Extraction Rate
LA	:	Land Application
Lt	:	Liters
NPP	:	New Planting Procedure
OER	:	Oil Extraction Rate
OHS	:	Occupational Health and Safety
OFI	:	Opportunity For Improvement
OHS COMMITTEE	:	<i>Panitia Pembina Keselamatan dan Kesehatan Kerja / Occupational Health and Safety Committee</i>
PK	:	Palm Kernel
PKS	:	<i>Pabrik Kelapa Sawit (Palm Oil Mill)</i>
POM	:	Palm Oil Mill
POME	:	Palm Oil Mill Effluent
PT PMP	:	PT Putera Manunggal Perkasa
PT PPM	:	PT Permata Putera Mandiri
RKL-RPL	:	Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL)
RTE	:	Rare Threatened and Endangered
SIA	:	Social Impact Assessment
SOP	:	Standard Operational Procedure
SPK	:	<i>Surat Perjanjian Kerjasama / Agreement Letter</i>
HAZARDOUS WASTE WAREHOUSE LHAZARDOUS	:	<i>Tempat Penyimpanan Sementara Limbah Bahan Berbahaya dan Beracun (Hazardous Waste Storage)</i>
UPDKS	:	<i>Ulat Pemakan Daun Kelapa Sawit</i>
WWTP	:	Waste Water Treatment Plant

1.0	SCOPE of the CERTIFICATION ASSESSMENT		
1.1	Assessment Standard Used	<ul style="list-style-type: none"> Indonesia National Interpretation RSPO Principles and Criteria for the Production of Sustainable Palm Oil 2018 Endorsed by the RSPO Board of Governors on 20th April 2020 RSPO Certifications Systems for Principles & Criteria and RSPO Independent Smallholders Standard (Endorsed by RSPO Board of Governors on 12 November 2020) 	
1.2	Organisation Information		
1.2.1	Organisation name listed in the certificate	Putera Manunggal Perkasa Palm Oil Mill, PT Putera Manunggal Perkasa subsidiary of PT Austindo Nusantara Jaya Agri	
1.2.2	Contact person	Antoperis Tarigan	
1.2.3	Organisation address and site address	<ul style="list-style-type: none"> RSPO Registered Company: Sinarmas Land Plaza, Lantai 7, Jalan Pangeran Diponegoro No.18, Medan 20152, Sumatera Utara. Liaison Office: Menara BTPN Lantai 40 Jalan Dr. Ide Anak Agung Gde Agung Kav 5.5 – 5.6, Kawasan Mega Kuningan, Jakarta 12950. 	
1.2.4	Telephone	+62 21 2965 1777	
1.2.5	Fax	+62 21 2965 1788	
1.2.6	E-mail	antoperis.tarigan@anj-group.com	
1.2.7	Web page address	www.anjagri.com	
1.2.8	Management Representative who completed the application for certification	Antoperis Tarigan	
1.2.9	Registered as RSPO member	1-0032-07-000-00, 27 February 2007	
1.3	Type of Assessment		
1.3.1	Scope of Assessment and Number of Management Unit	Palm Oil Mill and supply base : <ul style="list-style-type: none"> Putera Manunggal Perkasa POM (PT Putera Manunggal Perkasa) Kasuari Estate (PT Putera Manunggal Perkasa) Cenderawasih Estate (Putera Manunggal Perkasa) Gaina Estate (PT Permata Putera Mandiri) Metamani Estate (PT Permata Putera Mandiri) 	
1.3.2	Type of certificate	Single	
1.4	Locations of Mill and Plantation		
1.4.1	Location of Mill		
	Name of Mill	Location	Coordinate
			Latitude
			Longitude
	Putera Manunggal Perkasa POM	Ikana Village, Aifat Selatan Sub District, Maybrat District, Papua Barat Province, Indonesia	S 01° 47' 10"
			E 132° 27' 39"

1.4.2	Location of Certification Scope of Supply Base					
	Name of Supply Bases	Location	Coordinate			
			Latitude	Longitude		
	Kasuari Estate (PT Putera Manunggal Perkasa)	Sumano and Benawa 1 Village, Kais Sub District, Sorong Selatan District, Papua Barat Province, Indonesia	S 01° 50' 03"	E 132° 28' 33"		
	Cenderawasih Estate (PT Putera Manunggal Perkasa)	Womba and Ikana Village, Aifat Selatan Sub District, Maybrat District, Papua Barat Province, Indonesia	S 01° 47' 53"	E 132° 26' 04"		
	Gaina Estate (PT Permata Putera Mandiri)	Karirif and Benawa 2 Village, Kokoda Utara Sub District, Sorong Selatan District, Papua Barat Province, Indonesia	S 01° 52' 34"	E 132° 21' 51"		
	Metamani Estate (PT Permata Putera Mandiri)	Puragi Village, Metamani Sub District, Sorong Selatan District, Papua Barat Province, Indonesia	S 01° 55' 11"	E 132° 21' 32"		
1.5	Description of Area Statement					
1.5.1	Tenure					
	• State		54,703.54 Ha			
	• Community		- Ha			
	<i>*Not all HGU areas are covered by RSPO certification scope. Explanation on indicator 4.4.1</i>					
1.5.2	Area Statement					
	Description	PT PMP (Ha)	PT PPM (Ha)	Total (Ha)		
	• Total area	11,300.36	9,067.56	20,367.92		
	• Mature area	4,084.24	2,837.93	6,922.17		
	• Immature area	694.26	1,408.21	2,102.47		
	• Road	316.99	-	316.99		
	• Building	21.00	149.00	170.00		
	• Mill	19.07	-	19.07		
	• Nursery	12.94	-	12.94		
	• Reservoir	14.44	-	14.44		
	• Quarry	170.56	-	170.56		
	• HCV	5,830.39	4,490.47	10,320.86		
	• Potential Developed Area	136.47	181.95	318.42		
1.6	Planting Year and Cycles					
1.6.1	Age profile of planting year					
	Planting Year	Hectarage (Ha)				
		Kasuari Estate	Cenderawasih Estate	Gaina Estate	Metamani Estate	Total
	2015	650.08	683.85	1,305.87	-	2,639.80
	2016	1,184.87	686.01	880.23	23.71	2,774.82
	2017	573.43	306.00	-	628.12	1,507.55
	Mature Area	2,408.38	1,675.86	2,186.10	651.83	6,922.17
	2018	169.31	524.95	-	1,408.21	2,102.47
	Immature Area	169.31	524.95	-	1,408.21	2,102.47

	TOTAL	2,577.69	2,200.81	2,186.10	2,060.04	9,024.64	
1.6.2	New Planting area after January 2010		9,024.64 Ha				
1.6.3	Planting Cycle		1 st Cycle				
1.7	Description of Mill and Supply Base						
1.7.1	Description of Mill						
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel	
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)
	Putera Manunggal Perkasa POM	45	100,197.53	19,984.63	19.94	2,351.86	2,35
	<i>*Production data source from January 2022 - October 2022</i>						
1.7.2	Description of Certification Scope of Supply Base						
	Name of Estate	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)	Supplied to Mill	
						FFB (tonnes/year)	%
	Kasuari Estate	4,629.41	2,408.38	27,764.89	11,53	27,764.89	100
	Cenderawasih Estate	6,670.95	1,675.86	29,568.61	17,64	29,568.61	100
	Gaina Estate	2,769.44	2,186.10	26,202.60	11,99	26,202.60	100
	Metamani Estate	6,298.12	651.83	16,661.43	25,56	16,661.43	100
	TOTAL	20,367.92	6,922.17	100,197.53	14,47	100,197.53	100
	<i>*Production data source from January to October 2022</i>						
1.7.3	FFB description from other source						
	Name of sources/Organisation (RSPO certified / non-certified)	Type of Organisation	number of smallholders	Production Area (Ha)	Supplied to Mill		
					FFB (tonnes/year)		
	-	-	-	-	-	-	
	<i>*Production data source from January to October 2022</i>						
1.7.4	Product categories			FFB, CPO, PK			
1.8	Tonnage of Product						
1.8.1	Past Annual Claim Certified Product		Last Year Projected Certified Volume (MT)		Last Year Actual Certified Volume (Jan to Oct 22) (MT)		
	FFB Processed		110,000		100,197		
	CPO Production		23,000		19,984		
	Palm Kernel (PK) Production		3,000		2,351		
1.8.2	Product selling		Actual selling product for last year (Jan to Oct 22) (MT)				
	Type of selling product						
	CSPO sold as RSPO certified product		0				
	CSPK sold as RSPO certified product		2,351				
	CSPO sold under other scheme		0				

	CSPK sold under other scheme							0
	CSPO sold as conventional							19,600
	CSPK sold as conventional							0
1.8.3	Estimate of Certified FFB Claim							
	Name of Estate(s)	Total Area (Ha)	Production Area (Ha)	FFB (tonnes/year)	Yield (tonnes/ha/year)			
	Kasuari Estate	4,629.41	2,408.38	33,500	13.01			
	Cenderawasih Estate	6,670.95	1,675.86	35,000	15.97			
	Gaina Estate	2,769.44	2,186.10	31,000	14.19			
	Metamani Estate	6,298.12	651.83	19,000	9.22			
	TOTAL	20,367.92	6,922.17	118,500	13.15			
	<i>**Projected FFB production for 12 months of certificate</i>							
1.8.4	Estimate of Certified Palm Product Claim							
	Name of Mill	Capacity (tonnes/ hour)	FFB Processed (tonnes/year)	CPO		Palm Kernel		Supply Chain Module
				Out put (tonnes)	Extraction (%)	Out put (tonnes)	Extraction (%)	
	Putera Manunggal Perkasa POM	45	118,500	23,000	19.40	3,600	3.03	IP
	<i>**Projected FFB production for 12 months of certificate</i>							
1.9	Other Certifications							
	ISO 9001:2015	-						
	ISO 14001:2015	-						
	ISO 45001:2018	-						
	ISCC	-						
	Others	-						
1.10	Time Bound Plan							
1.10.1	Time Bound Plan for Other Management Units							
	Management Unit		Estate (Supply Base)	Time Bound Plan	Location	Status		
	MILL	Time Bound Plan						
	ANJA Siais (PT ANJA Siais)	2014	Lembah Subur Utara	2014	Tapanuli Selatan District, Sumatera Utara Province, Indonesia	Certified		
			Lembah Subur Selatan	2014		Certified		
			Binasari Cooperative	2022				
	Jangkang (PT Sahabat Mewah Makmur)	2009	Jangkang	2009	Belitung Timur District, Bangka Belitung Province, Indonesia	Certified		
			Balok	2009				
			Ladang Jaya	2009				
			Sari Bunga	2009				
			Air Ruak	2009				
			Mitra Lestari Cooperative	2019		Certified		
			Mitra Anugerah Cooperative (49 ha)	2019		Certified		

			Mitra Anugerah Cooperative (3,86 ha)	2025		-
			Sambar Jaya Makmur Cooperative	2019		Certified
			Lindong Raya Cooperative (366 ha)	2020		Certified
			Lindong Raya Cooperative (145 ha)	2025		-
			Berhimpun Sejahtera Cooperative (64 ha)	2020		Certified
			Berhimpun Sejahtera Cooperative (76,73 ha)	2025		-
			Tiong Sejahtera Cooperative	2025		-
			Gunung Nyerudong Cooperative	2025		-
			Bumdes Balok	2025		-
	Binanga (PT ANJ Agri)	2012	Estate Wilayah Timur	2012	Padang Lawas Utara District, Sumatera Utara Province, Indonesia	Certified
			Estate Wilayah Tengah	2012		
			Estate Wilayah Barat	2012		
	KAL POM (PT.Kayung Agro Lestari)	2019	Sungai Gemilang Teduh 1 (SGT-1)	2019	Ketapang District, Kalimantan Barat Province, Indonesia	Certified
			Sungai Gemilang Teduh 2 (SGT-2)	2019		Certified
			Gunung Sejahtera Tumbuh 2 (GST-2)	2019		Certified
			Gunung Sejahtera Tumbuh 1 (GST-1)	2019		Certified
			Mitra Estate (Laman Mayang Sejahtera) (1,991.97 ha)	2020		Certified
			Mitra Estate (Laman Mayang Sejahtera) (87 ha)	2025		-
			Mitra Estate (Bina Satong Lestari)	2021		Certified
			Mitra Estate (Lestari Abadi Bersama)	2022		Certified
			PT Galempa Sejahtera Bersama	2027	Empat Lawang Distict, Sumatera Selatan Province, Indonesia	-
	PMP POM (PT PMP)	2022	PT Putera Manunggal Perkasa	2022	Sorong Selatan District, Papua Barat Province, Indonesia	Certified
			PT Permata Putera Mandiri	2022	Sorong Selatan District, Papua Barat Province, Indonesia	Certified
			Koperasi Maju Bersama Sejahtera	2025	Sorong Selatan District, Papua Barat Province, Indonesia	-
			Koperasi Sukka Mandiri Bersama	2023	Maybrat District, Papua Barat Province, Indonesia	-

TBP is updated 29 September 2022 signed by Chief Executive Officer and approved by RSPO.

	<p>Related to timebound plan revision, here's the detail information about uncertified units:</p> <ul style="list-style-type: none"> - Mitra Lestari Cooperative : NPP still in process - Mitra Anugerah Cooperative : NPP still in process - Sambar Jaya Makmur Cooperative : NPP still in process - Berhimpun Sejahtera Cooperative : NPP still in process - Lindong Raya Cooperative : NPP still in process - Tiong Sejahtera Cooperative : NPP still in process - Gunung Nyerudong Sejahtera : NPP still in process - Bumdes Balok : NPP still in process - Laman Mayang Sejahtera Cooperative : Legal status in process - Maju Bersama Sejahtera Cooperative : Legal status in process - Sukka Mandiri Bersama Cooperative : Legal status in process - Galempa Sejahtera Bersama : Legal status in process
1.10.2	<p>Progress of Associated Smallholders and Outgrowers for Certifiable Standard</p>
	<p>The certification unit has Associated Smallholders on behalf of the Sukka Mandiri Bersama Cooperative and Maju Bersama Sejahtera Cooperative and the land has been allocated but has not been officially handed over to the cooperative because it is still waiting for the Decree of the Governor of Papua Barat. The allocated land is included in the scope of the current certification.</p>

2.0	ASSESSMENT PROCESS
2.1	Assessment Team
ASA-1	<p>1. Briyogi Shadiwa (Lead Auditor). Indonesian citizens. Associate Degree of Oil Palm Plantation, Bogor Agricultural University. He has work experience since 2009 in several private oil palm plantation companies in Indonesia as Assistant Agronomy and Agronomy Quality Control. The trainings that have been attended include: RSPO Lead Auditor Course by Checkmark, ISPO Auditor Training by LPP, Lead Auditor ISO 9001: 2015, RSPO Supply Chain Certification Training Course by Checkmark, Lead Auditor ISO 14001: 2015, SMK3 Awareness, OHSAS 18001 Awareness: 2007, SA 8000 Awareness, ISO 45001: 2018 Awareness and General OHS Expert Training. During this assessment, he verified the Legal, Environment, Conservation, GHG and SCCS aspect.</p> <p>2. Kiki Fadli (Auditor). Indonesian citizen. Bachelor of Agricultural Engineering, Agricultural Engineering Study Program. Has experience working in the sustainability department in private and state-owned oil palm plantations. Has attended training on New Refreshment Lead Auditor ISPO, Lead Auditor RSPO, General OHS Expert, ISO 9001:2008, ISO 14001:2015, ISO 17021, ISO 17065, HCV, SMOHS and ISH Lead auditor training conducted by RSPO. During this assessment, he verified the employment and transparency.</p> <p>3. Firda Tarunajaya (Auditor). Indonesian citizen, graduated in 2010 from the Department of Silviculture, Faculty of Forestry, Bogor Agricultural Institute. He has working experienced for 10 years since 2010 as an Operational Staff in an Oil Palm Plantation Company in Indonesia. The training he has followed namely: Lead Auditor RSPO, Lead Auditor ISPO, Quality Management Systems (ISO 9001:2015) by IRCA, Environmental Management Systems (ISO 14001:2015), ISO 19011:2018, ISO 17021:2011 and ISO 17065:2012. He has experienced in various audit activities related to the certification system of sustainable palm oil plantation since 2021. During this assessment, he performed as Trainee Auditor and verified BMP and OHS aspect.</p> <p>4. Helma Namira (Auditor Trainee). Indonesian citizen, Bachelor of Science, majoring in Biology, University of Indonesia. Has 2 years experiences working in Health Safety Security Environment (HSSE) Refinery in one of Oil & Gas Company in Indonesia. Attended trainings are Awareness ISO 19011: 2018; Awareness ISO 9001:2015, Awareness ISO 17021:2015, IHT Awareness ISO 17065:2012, IHT Awareness ISO 14001:2015, IHT Awareness IHT ISO 45001:2018, IHT Awareness ISPO P&C Certification System, IHT Awareness RSPO, Training ISPO Permentan 38 Tahun 2020. During this audit, will verify for Environment, GHG, and HCV aspects under supervised by Lead Auditor.</p>
2.2	Assessment Methodology, Assessment Process and Locations of Assessment
2.2.1	Figure of person days to implement assessment
ASA-1	<p>Number of auditors: 3 auditor and 1 Auditor trainee Number of days for ASA-1 at site: 5 days Number of working days for ASA-1 at site : 15 Working days</p>
2.2.2	Assessment Process
ASA-1	<p>The assessment was conducted by measuring the sufficiency of implementation with the consistency done by the PT Putera Manunggal Perkasa to the requirements of Indonesia National Interpretation of Principles and Criteria for Sustainable Palm Oil Production 2018, endorsed on 20th April 2020 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020.</p> <p>The assessment was conducted in three methods: (1) document review, aiming to observe the sufficiency of types or substances from required documents; (2) <i>interview</i>, aiming to obtain more detailed information and cross check the information; and (3) field observation, aiming to observe directly the sufficiency of implementation on site.</p> <p>Some opportunities for improvement of the results ASA-1 delivered by the MUTU auditor to the management unit and the results are the subject will be verified at the next assessment phase (ASA-2). All information obtained was recorded in Check List of PT Mutuagung Lestari (MUTU) and part of ASA-1.</p>

The opening meeting was held on November 08th, 2022. As for the participants who attended the opening meeting included the Regional Head, Area Controller, Estate and Mill Managers, Support Team from Medan and other staff at PT Putera Manunggal Perkasa and PT Permata Putera Mandiri. Closing meeting was held on November 12th, 2022 attended by the same participants as the opening meeting. Management PT Putera Manunggal Perkasa and PT Permata Putera Mandiri accept all the onsite Initial Certification audit results.

During the COVID-19 pandemic, there were several modifications to the audit activity due to health protocols. Audit process carried out with high safety protocol procedure that developed by Certification Body and the unit of certification. Before an onsite audit carried out, there are several meetings to discuss health protocol procedures. There are several activities that are not possible to do face to face, such as public consultations with government agencies, communities, or previous landowners so that these activities are carried out by telephone. Furthermore, during field observation auditor only verification the activity and interview process carried separately by telephone. Document verification conducted separately through the electronic files.

Public Stakeholder Notification was made on MUTU Website. There is no written negative feedback receive. Stakeholder consultation involved internal and external stakeholders. Discussion was held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each discussion, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings. The comments made by external stakeholders were also taken into account in the assessment.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates through teleconference. Fieldworkers were interviewed informally in small groups in the field. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Appendix III.

Commonly, the audit activities went smoothly with good cooperation from the unit management. The presentation of documents is presented quite well by involving related personnel.

The assessment program please find Appendix 2.

2.2.3	Locations of Assessment
ASA-1	<p>PT. PMP Palm Oil Mill</p> <ul style="list-style-type: none"> • Grading. Observations and interviews with 2 workers related to OHS, work processes and worker welfare. • Loading Ramp. Observations and interviews with 1 worker related to OHS, work processes and worker welfare. • St. Sterilizer. Observations and interviews with 1 worker related to OHS, work processes and worker welfare. • St. Press. Observations and interviews with 1 worker related to OHS, work processes, housekeeping, and worker welfare. • St. Kernel. Observations and interviews with 1 worker related to OHS, work processes, housekeeping, and worker welfare. • St. Boiler. Observations and interviews with 1 worker related to OHS, work processes, housekeeping, and worker welfare. • St. Clarification. Observations and interviews with 1 worker related to OHS, work processes, housekeeping, and worker welfare. • Engine room. Observations and interviews with 1 worker related to OHS, work processes, housekeeping, and worker welfare. • Dispatch CPO. Observations related to related to OHS, work processes and housekeeping. • Water Treatment Plant. Observation and interview related to implementation of procedure, OHS, worker welfare, and waste management aspects.

- **WWTP.** Observation and interview related to implementation of procedure, OHS, worker welfare, and waste management aspects.
- **Solid Waste Area (Empty Bunch, Shell, and Fiber).** Observation and interview related to implementation of procedure, OHS, worker welfare, and waste management aspects.
- **Housing Complex.** Observation and interview related to house condition, public facility, OHS aspect, and waste management.
- **Day-care.** Observation and interview related to day-care condition, public facility, OHS aspect, and waste management.
- **Pos Security.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Weighbridge Station.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Mill Laboratory.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Hazardous Waste Temporary Storage (Satellite).** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Chemical Storage.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Spare Part / Central Storage.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Oil Storage.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Solar Tank.** Observations related to environmental management and emergency response.
- **Mill Workshop.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Water Treatment Plant (WTP).** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.

Cenderawasih Estate

- **Manuring, Block E25 Division E.** Observations related to work techniques, fertilization area boundaries, employee status, PPE and First Aid
- **EFB Application, Block E22, F22, F23 Division E.** Observation of organic Fertilization, OHS and Employment
- *Beneficial Plant*, Blok D38 D 39 Division F, Block C38 C 39 Division G. observation about *Turnera Subulata*
- **Harvesting, Block E20 E21 Division F.** Observations related to work techniques, employee status, PPE and First Aid
- **River Area, Block F16 F17 F18 Division E.** Observations on river border area management, environment and environmental aspects.
- **Weeding Chemist Block E20 Division F.** Observations related to work techniques, employee status, PPE and First Aid
- **Pruning, Block F22 Division E.** Observations related to work techniques, employee status, PPE and First Aid
- **Weeding Manual, Block F22 Division E.** Observations related to work techniques, employee status, PPE and First Aid.
- **HGU Pole Number 10, 11, & 12.** Observation of aspect of land demarcation and maintenance of HGU pole, and land dispute potency.

Kasuari Estate

- **EFB Application, Block G26, H26 Division B.** Observations related to work techniques, fertilization area boundaries, employee status, PPE and First Aid
- **Manuring, Block G11 Division D.** Observations related to work techniques, fertilization area boundaries, employee status, PPE and First Aid

- **Terrace Area, Block G12 G15 Division D.** Observations related to the management of certain slope areas for soil and water management
- **Rat Censur. Block G9 G10 Division D.** Observations related to work techniques, employee status, PPE and First Aid
- **FFB Transport. Block H26 Division B.** Observations related to work techniques, employee status, PPE and First Aid.
- **Harvesting, Block H26 H27 Division B, G27 G28 Divisi D.** Observations related to work techniques, employee status, PPE and First Aid
- *Beneficial Plant*, Block H23 H24 Division B. observation about *Turnera Subulata*
- **Weeding Chemist, Block H13 Division C.** Observations related to work techniques, employee status, PPE and First Aid
- **Temporary Storage of Hazardous and Toxic Waste.** Observations and interviews with officers related to material handling, work procedures, OHS, wages and environmental management.
- **Solar Tank.** Observations related to material handling, OHS and environmental management.
- **Emergency Response Facility.** Field observations and simulations related to the condition of emergency response facilities.
- **Material and Chemical Warehouse.** Observations and interviews regarding storage conditions, fertilizer stocks, and application of OHS.
- **Workshops.** Observations and interviews related to work procedures, OHS and aspects of worker welfare.
- **Residential complexes of Divisions I, III & IV.** Observation of the facilities provided by the company and domestic waste management.
- **Rinse House.** Observations and interviews related to OSH and environmental aspects.
- **Landfill Block F37.** Observation of conditions, location and management related to domestic waste.
- **HGU Pole Number 52.** Observation of aspect of land demarcation and maintenance of HGU pole, and land dispute potency.

Gaina Estate

- **Harvesting, Block D17 D18 Division B.** Observations related to work techniques, employee status, PPE and First Aid
- **Land Cover Crops, Block D14 D15 Division A.** Observation about *Mucuna bracteate* in slope area and weeding control.
- **EFB Application, Block E16 Division A.** Observations related to work techniques, fertilization area boundaries, employee status, PPE and First Aid
- *Beneficial Plant*, Block D15 Division A, Blok D17 D18 D19 E17 E18 E19 H23 H24 Division B. observation about *Turnera Subulata*.
- **Terrace Area, Block E17 E18 Division B.** Observations related to the management of certain slope areas for soil and water management
- **Manuring, Block E11 Divisi A, Blok E20 Division B.** Observations related to work techniques, fertilization area boundaries, employee status, PPE and First Aid
- **Weeding Chemist, Block E22 Division B.** Observations related to work techniques, employee status, PPE and First Aid
- **House Complex Divisi A dan Division B.** Observations related to waste management and emergency response systems.
- **Landfill. Block E10 Division A.** Observations related to domestic waste management
- **HGU Pole No. 13 and 14.** Observation of aspect of land demarcation and maintenance of HGU pole, and land dispute potency.
- **HCV Block F21.** Observation the implementation of management in HCV.
- **Fertilizer Storage.** Observation and interview related to implementation of procedure, OHS, worker welfare, and waste management aspects.
- **Pesticide Storage.** Observation related to implementation of procedure, OHS aspect, and waste management.
- **Material Storage.** Observation related to implementation of procedure, OHS aspect, and waste management.

- **Rinse House.** Observation related to implementation of procedure, OHS aspect, and waste management.
- **Genset Building.** Observation related to implementation of procedure, OHS aspect, and waste management.
- **Temporary Hazardous Waste Storage.** Observation related to implementation of procedure, OHS aspect, and waste management.

Metamani Estate

- **Spray on Block F25 Division 6.** Observation regarding technical work, employee status, PPE and first aid
- **Harvest of Block G20 Division 6 and Block D38 Division 4.** Observations regarding technical work, employee status, PPE and First Aid
- **Rinse House Division 6.** Observations related to storage, mixing and management of pesticides
- **Beneficial Plant Block H23 H24 Division 6.** Observation of *Turnera Subulata* growth.
- **Housing Division 4 and Division 6.** Observation of the availability of infrastructure such as employee housing facilities, clean water facilities, educational facilities, religious facilities, health facilities and sports facilities.
- **HGU Boundary Pole Number B6, Division 4, Block B42.** Observation of aspect of land demarcation and maintenance of HGU pole, and land dispute potency.
- **HGU Boundary Pole Number B7, Division 4, Block B41.** Observation of aspect of land demarcation and maintenance of HGU pole, and land dispute potency.
- **Sago Swamp Conservation Block C/B 43.** Observation the implementation of management in HCV.
- **Sago Dry Swamp Conservation Block B/C 42.** Observation the implementation of management in HCV.
- **Housing Division E31.** Observation of the availability of infrastructure such as employee housing facilities, clean water facilities, educational facilities, religious facilities, health facilities and sports facilities.
- **Fertilizer Warehouse.** Observations and interviews related to work procedures, employment systems, OSH, environmental aspects and complaint mechanisms.
- **Daycare.** Observation of the availability of infrastructure such as employee housing facilities, clean water facilities, educational facilities, religious facilities, health facilities and sports facilities.

2.3	Stakeholder Consultation and Stakeholders Contacted
2.3.1	Summary of stakeholder consultation process.
ASA-1	<p>Summary of stakeholder consultation process Consultation of stakeholders for Putera Manunggal Perkasa POM, PT Putera Manunggal Perkasa was held by:</p> <ul style="list-style-type: none"> • Public announcement on PT Mutuagung Lestari's website on 24 October 2022 • Conducted public consultation via telephone to local government agencies of Maybrat District and Sorong Selatan District (Office of Land Affairs, Office of Plantations, Service of Environment, and Office of Manpower and Transmigration) on 8 November 2022. • Interviews with apparatus/community leaders/ villagers of Kais, Ikana and Sumano via zoom meeting on 8 November 2022. • Interview with internal organizations (Bipartite Cooperation Institutes, Gender Committee and Cooperative) on 8 November 2022 • Interview with business partners (Local Contractors) on 8 November 2022 • Consultation with NGOs (WALHI, WWF, AMAN, Sawit Watch, Green Peace) via email on 2 November 2022. <p>Numbers of input from stakeholders were clarified by PT Putera Manunggal Perkasa.</p>
2.3.2	<p>Stakeholder contacted <i>Please find appendix 1</i></p>
2.4	<p>Determining Next Assessment The next visit (ASA-2) will be conducted eight (8) months to twelve (12) months after date of certificate issued.</p>

3.0 ASSESSMENT FINDINGS

3.1 Summary of Assessment Report of the RSPO Certification

MUTUAGUNG LESTARI has conducted an assessment of Putera Manunggal Perkasa POM – PT Putera Manunggal Perkasa subsidiary of PT Austindo Nusantara Jaya Agri operation consisting of one (1) mill and four (4) oil palm estates.

During the assessment, there were one (1) Nonconformity assigned against Major Compliance Indicator; three (3) Nonconformity were assigned against Minor Compliance Indicator and three (3) opportunities for improvement were identified.

Further explanation of the non-conformities raised and corrective actions taken by the company are provided in section 3.5. The company has already prepared and implemented the corrective action that had been reviewed and accepted by Auditors in form of documentation evidence e.g. (document record/photographic.). Those corrective actions taken that consist of one (1) Major non-conformity and three (3) Minor non-conformity had been closed out shall be verified during next assessment.

MUTUAGUNG LESTARI found that Putera Manunggal Perkasa POM – PT Putera Manunggal Perkasa subsidiary of PT Austindo Nusantara Jaya Agri complied with the requirements of **Indonesia National Interpretation of Principles and Criteria for Sustainable Palm Oil Production 2018, endorsed on 20th April 2020 and RSPO Certification Systems for Principles & Criteria and RSPO Independent Smallholder Standard, Endorsed by the RSPO Board of Governors on 12 November 2020**

Therefore MUTUAGUNG LESTARI Recommends RSPO Certification of compliance is continued.

Ref Std.	VERIFICATION RESULT of MUTU-Certification	
PRINCIPLE #1 BEHAVE ETHICALLY AND TRANSPARENTLY		
1.1 The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1 The unit of certification has procedural documents related to the delivery of information contained in the SOP Document for Communication and Information Dissemination belonging to the Austindo Nusantara Jaya Agri Group (ANJ) Group with document number SOP-Leg-02 edition 1 revision 4 dated 1 September 2015. The procedure describes the related mechanisms submission and response to requests for information both internally and externally. The SOP explains the types of information that may be accessed/provided in general and information that is confidential and requires approval from company management. The SOP also explains the person responsible for providing information both internally and externally, namely the Human Resources Officer or External Affairs Officer. The documents that can be accessed by the public are documents with general categories and with approval from management such as AMDAL, Employee data, accidents, Social Security, Land Application permits, Policies, HCV Documents, HGU Documents, Procedures, CSR, HIRAC, etc. The company records all incoming requests for information from both internal and external parties in a log book of requests for information for the period January to December 2021 and the period January to October 2022. As for examples of requests for information from external parties related to mandatory reporting to related agencies or agencies such as requests for HAZARDOUS Waste Management Reports by the Sorong Selatan District Environmental		

Service and the Maybrat District Environmental Service.

In addition, the company also has documents containing a List of Public Documents belonging to PT PMP with the number REK-PPM-SCD-06 dated 1 February 2014 and documents belonging to PT PPM with the number FORM-05-SOP-Leg-02 dated 1 September 2015 where the documents contains information on what documents are owned by the company and their designation can be accessed by the public or certain parties, the following are some of the documents listed in the list:

- High Conservation Value (HCV) Identification Report
- Social Impact Assessment (SIA) Identification Report
- Environmental Documents
- RKL-RPL report
- Evidence of cash receipts and disbursements
- Chemical List
- Data on Number of Employees
- Internal/External Audit Reports
- Building permit
- Procedural Documents (SOP)
- SPK documents
- HIRA (Hazard Identification Risk Assessment) document
- Policy Documents
- etc

Based on the explanation above, the company already has a list of documents that can be accessed by stakeholders and the public.

Based on the results of public consultations from the Environmental Office of Sorong Selatan District and Maybrat District, the company has provided information as needed and set out in a document the type of information that can be conveyed to the relevant agencies properly, cooperatively, as it is and transparently, without hiding any information. . The environmental services stated that so far the communication that has been established between the Office and the company has not encountered any obstacles or obstacles, so it is easy to carry out monitoring related to company compliance in terms of environmental management.

1.1.2

The unit of certification can show evidence that information has been received in an appropriate form and language related to stakeholder engagement, company rights and obligations which are conveyed to all relevant stakeholders, both for PT PMP and PT PPM which are presented in the Mandatory Report along with the receipt:

Environmental Aspects

- Receipt of the 2021 Semester II environmental management plan - environmental monitoring plan Report to the Environmental Services of Sorong Selatan District and Maybrat District on January 15, 2022.
- Receipt of the 2021 Semester II environmental management plan - environmental monitoring plan Report to the Papua Barat Province Environmental Service by post on 25 February 2022.
- Receipt of the 2022 Semester I environmental management plan - environmental monitoring plan Report to the Environmental Services of Sorong Selatan District and Maybrat District on 13 July 2022.
- Receipt of the 3rd Quarter 2021 hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on October 11, 2021.
- Receipt of the LHAZARDOUS Quarter IV 2021 Report to the Environmental Services of Sorong Selatan District and Maybrat District on January 19, 2022.
- Receipt of the 2021 Quarter IV hazardous and toxic waste Report to the Papua Barat Province Environmental Service by post on 25 February 2022.
- Receipt of the 1st Quarter 2022 hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on April 14, 2022.

- Receipt of the 2022 Quarterly hazardous and toxic waste Report to the Sorong Selatan District Environmental Service, Maybrat District environmental services and Papua Barat Province environmental services on April 14, 2022.
- Receipt of the 3rd Quarter 2022 hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on October 13, 2022.
- Receipt of the PT.PMP Conservation Management Report for Semester I Year 2021 to the Papua Barat Province BKSDA on August 30, 2021.
- Receipt of the PT.PMP Conservation Management Report for Semester II of 2021 to the conservation center and natural resources of Papua Barat Province on February 3, 2022.
- Receipt of the PT.PMP Conservation Management Report for Semester I Year 2022 to the conservation center and natural resources of Papua Barat Province on July 1, 2022.
- Receipt of the Water Pollution Management Report (PPA) Semester I of 2022 to the Environmental Services of Sorong Selatan District and Maybrat District on 11 July 2022.
- Receipt of Report on Forest Land and Factory Fire Prevention and Control Efforts by PT. Putera Manunggal Perkasa Semester I of 2022 to the Environmental Services of Sorong Selatan District, Maybrat District, and Papua Province on July 18, 2022.
- Receipt of Report on Forest Land and Factory Fire Prevention and Control Efforts by PT. Putera Manunggal Perkasa Semester I of 2022 to the Maybrat District Plantation Service on July 18, 2022.
- Receipt of the 2022 Semester I environmental management plan - environmental monitoring plan Report to the Sorong Selatan District Environmental Service on January 25, 2022.
- Receipt of the 2022 Semester I environmental management plan - environmental monitoring plan Report to the Sorong Selatan District Environmental Service on 20 July 2022.
- Receipt of the 2022 Semester I environmental management plan - environmental monitoring plan Report to the Papua Barat Province Environmental Service by post on August 12, 2022.
- Receipt of the 2021 Quarterly hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on July 8, 2022.
- Receipt of the 3rd Quarter 2021 hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on October 11, 2021.
- Receipt of the 2021 Quarter IV hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on January 15, 2022.
- Receipt of 2022 Quarter I LHAZARDOUS Report to the Sorong Selatan District Environmental Service on April 21, 2022
- Receipt of the 2022 2022 Quarterly hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on July 20, 2022.
- Receipt of the 3rd Quarter 2022 hazardous and toxic waste Report to the Sorong Selatan District Environmental Service on October 10, 2022.
- Receipt of the PT. PPM Conservation Management Report for Semester I Year 2021 to the Papua Barat Province conservation center and natural resources on August 30, 2021.
- Receipt of the PT. PPM Conservation Management Report for Semester II of 2021 to the Papua Barat Province BKSDA on February 3, 2022.
- Receipt of the PT.PPM Conservation Management Report for Semester I Year 2022 to the conservation center and natural resources of Papua Barat Province on July 1, 2022.
- Receipt of Report on Forest Land and Factory Fire Prevention and Control Efforts by PT. Permata Putera Mandiri Semester I of 2022 to the Environmental Services of Sorong Selatan District, Maybrat District and Papua Province on July 20 2022.
- Receipt of Report on Forest Land and Factory Fire Prevention and Control Efforts by PT. Permata Putera Mandiri Semester I of 2022 to the Maybrat District Plantation Service on July 20 2022.

Employment Aspects

- Reports on the use of labor have been submitted to the Maybrat District Manpower and Transmigration Office on July 5, 2022.

- The company shows the Mandatory labor report report online once every 1 (one) year, for example the Mandatory labor report report which is reported online to the ministry of labour with No. Reporting 98416.20221107.0003 which was reported on November 7, 2022 and the obligation to report back on November 7, 2023.
- Reports on the use of labor have been submitted to the Office of Manpower and Transmigration of Sorong Selatan District on 24 February 2022.
- The company shows the Mandatory labor report report online once every 1 (one) year, for example the Mandatory labor report report which is reported online to the ministry of labour with No. Reporting 98416.20221103.0003 which was reported on November 3, 2022 and the obligation to report back on November 3, 2023.

Based on the description above, it can be concluded that the company has routinely reported mandatory reports which are the provision of information to stakeholders on a regular basis in accordance with the timeframe. This is also reinforced by the results of interviews with representatives from Agencies in Sorong Selatan District and Maybrat who stated that the company routinely reports all required information according to the timeframe.

1.1.3

The unit of certification in responding to and serving requests for information from stakeholders, always keeps records as a record of responses and services to requests for information in the Incoming and Outgoing Letters Book.

The document provides information regarding the date and number of the letter, sender, destination, subject of the letter, responses, date of response, and information. The following are examples regarding requests for information and responses:

- Request for financial assistance for the detention of Longboat in Teminabuan which was submitted by the owner of the Longboat to the company on 20 September 2021 with private letter and recorded in the logbook. The result is that the company responds on the same date regarding the refusal to help provide funds because it is personal and not for the community.
- A request for assistance for the development of clean water and sanitation for the people of Ikana Village which was submitted by the Head of Ikana Village on September 11, 2021 with letter No. 1/140/KAMP-IKANA/IX/2021 and recorded in the logbook. The result is that the company responded on the same day that in the future the provision of clean water and sanitation development in Ikana Village will be included in the company's long-term plan going forward.

Based on an interview with the Surrounding Village Representatives such as Sumano Village, Kampung Benawa Village, it was found that the company had conducted socialization to the Village regarding the mechanism for requesting information from the company. If there is a request for information, the village will send a letter or tell the request orally to the company and the company will respond to it. The company's SIA's Person in charge will be the first to handle all the information needed by related stakeholders.

1.1.4

The unit of certification has procedural documents related to the delivery of information contained in the SOP Document for Communication and Information Dissemination belonging to the Austindo Nusantara Jaya Agri Group (ANJ) Group with document number SOP-Leg-02 edition 1 revision 4 dated 1 September 2015. The procedure describes the related mechanisms submission and response to requests for information both internally and externally. The SOP also explains the following:

- If there is a proposal / request for information on company participation obtained from external parties, the external relations officer within 3 days of receiving the proposal must be followed up by submitting the information to the general manager and external relations manager in charge of each region.
- Within no later than 3 months after submitting information from external parties to management and have not received a response, external relations will directly state that the company's proposal/application for participation is rejected by the company.
- External relations officer is responsible for communicating to external parties regarding the acceptance and/or rejection of the company's participation both verbally and in writing, as well as updating the status in the communication log book and providing external information.

The Certification units also have list of information which is available for public and/or relevant stakeholders presented in appropriate languages (Bahasa) and forms. The documents and information referred to include worker welfare aspects, legality aspects, social aspects, best practices management aspects, environmental aspects, and transparency aspects. The document also conveys the procedures for correcting incorrect information (information issues) that have been developed, recordings of providing information to relevant agencies and stakeholders, guidelines, and explanations regarding the confidentiality of information to the targeted party.

Based on the descriptions and explanations above, it can be concluded that if the certification unit has provided adequate information to relevant stakeholders regarding the environment, social and legal matters relevant to the RSPO criteria, in the appropriate language and form, so that participation can be carried out effectively in decision making.

1.1.5

The Certification Unit has an updated list of stakeholders for PT PPM and PT PMP which consists of a List of Internal Stakeholders and a List of External stakeholders such as legal entities or government agencies, indigenous peoples, local communities, workers' organizations, media, independent services and NGOs. The document has been supplemented by contact information for the PIC who can be contacted on the list of stakeholders.

PT Putera Manunggal Perkasa

PT Putera Manunggal Perkasa has a List of External Stakeholders with number FRM-SOP Leg 02-04 Edition 1 Revision 4 with an effective date on 1 September 2015 with an update on 1 October 2022. The document contains a total of:

- 142 Numbers of Offices and Government Agencies of Papua Barat Province, Sorong City, Maybrat District, Sorong Selatan District, and Sorong District such as the Environment & Land Service Office of Papua Barat Province, the Manpower Office of Sorong City, the Maybrat District Plantation Service, etc.
- 16 Number of Papuan Foundations and NGOs, such as Walhi Papua, Mambruk Foundation, Sorong Selatan District, Forkomass, etc.
- 11 Numbers of Sorong Raya NGOs, such as IPPM Silo Puragi, IMEKKO Community Association, LMA Awee-Mareno etc.
- 174 Village Community Representative Numbers around the certification unit area consisting of 7 Villages such as Benawa 1 Village, Ikana Mukamat Village, Sumano Village, etc.
- 10 Business Unit Numbers around the Certification Unit such as PT Wira Hari Jaya, PT Muara Duta Papua, CV. Melani Mandiri, Panca Tunggal Mandiri Cooperative, etc.
- 30 Media Numbers consisting of Print Media, Electronic Media, and Online Media located in Papua Province, such as Cenderawasih Pos, Kasuari Pos, Papua Barat Pos, RRI Sorong, CWM, papuakini.co, tvpapua.com, etc.

In addition, PT PMP has a List of Internal Stakeholders FRM-SOP Leg 02-03-Edition 1 Revision 4 with an effective date on 1 September 2015 with an update on 1 October 2022. The document contains a total of 34 numbers consisting of OHS COMMITTEE, Bipartite Cooperation Institutione, Security, HRGA, Employee Cooperative, Gender Committee, Clinic, and FIRE FIGHTER.

PT Permata Putera Mandiri

PT Permata Putera Mandiri has a List of External Stakeholders with number FRM-SOP Leg 02-04 Edition 1 Revision 4 with an effective date on 1 September 2015 with an update on 1 October 2022. The document contains a total of:

- 104 Numbers of Offices and Government Agencies of Papua Barat Province, City of Sorong, District of Sorong Selatan District, and Sorong District such as Papua Barat Provincial Land Agency, Sorong City Manpower Service, Sorong Selatan District Plantation Service, etc.
- 11 Indigenous Baga Numbers consisting of IMEKKO Community Association, LMA Iwaro, LMA Eme Yode, etc.
- 16 Number of Partners consisting of NGO FOKER, GEMAPALA, Oyo Papua Education Foundation, Sorong Selatan District, etc.
- 200 Numbers of Village Officials consisting of Sumano Village/Village, Benawa I Village, Puragi Village.
- 7 Supplier Numbers consisting of PT Mitra Agro Borneo, PT Internasional Mandiri, PT Rentokil Indonesia, etc.

- 35 Contractor Numbers consisting of PT Wibowo Mulia Sejahtera, PT Citra Bagas Perkasa, PT Angga Pratama Papua, CV Nur Hafizah Abadi, etc.
- 30 Media Numbers consisting of Print Media, Electronic Media, and Online Media located in Papua Province, such as Cenderawasih Pos, Kasuari Pos, Papua Barat Pos, RRI Sorong, CWM, papuakini.co, tvpapua.com, etc.

In addition, PT PMP has a List of Internal Stakeholders FRM-SOP Leg 02-03-Edition 1 Revision 4 with an effective date on 1 September 2015 with an update on 25 October 2022. The document contains a total of 34 numbers consisting of OHS Committee, Bipartite Cooperation Institution, Security, HRGA, Employee Cooperative, Gender Committee, Clinic, *Warung Mama*, Vegetable Plantation Communities and fire fighter.

During the audit, the auditor team has been contacted nominated stakeholders to verify several issues regarding palm oil plantations and the information listed in the list is appropriate, such as contact numbers, names, and positions.

The PIC for consultation and communication with the community is manager of each unit. The PIC is assigned to accommodate the implementation of social impact analysis, responsible for top management for communication and consultation with stakeholders Officers.

Based on the descriptions and explanations above, it can be concluded that the certification unit has provided adequate information to relevant stakeholders regarding the environment, social and legal matters relevant to the RSPO criteria, in the appropriate language and form.

Status: Comply

1.2

The unit of certification commits to ethical conduct in all business operations and business transactions.

1.2.1

The company has ANJ's sustainability policy which was stipulated by the Board of Directors on October 31, 2019 on the point of implementing a fair and ethical code of ethics explaining that the company applies a strict code of ethics in all business practices and decision-making processes. The Code of Ethics applies equally and without exception to all employees and management, including members of the Board of Directors and Board of Commissioners. Every ANJ Group employee must pledge to uphold our Code of Conduct, and our investors, stakeholders and business partners are also required to make such a commitment where relevant.

ANJ's sustainability policy has also been disseminated to employees, for example on April 3 2022 at division 6 Metamani Estate with 44 participants and to other stakeholders such as contractors and the surrounding community which was carried out on October 8 2022 with 10 participants.

From the explanation above, it can be concluded that the company has and has declared an honest and corruption-free business code of ethics that has been disseminated to the public.

1.2.2

The company has procedures to monitor compliance and implementation of ethical business policies and practices as a whole, namely the Whistle Blowing System (WBS) which was established on May 19, 2016 which states that if someone sees, knows or experiences a violation of business ethics, immediately report it to the company. This system ensures that the identity of the information provider will be kept confidential and also serves as a consistent and continuous implementation of Good Corporate Governance in all operational areas.

Reports of violations of the code of ethics can be made via email at wbs@anj-group.com or via telephone number 08119993553. If a report comes in later, it will be followed up by the Internal Audit Group which is the PIC Whistleblower System.

Based on the results of interviews with workers and contractors, it was conveyed that they were aware of the whistle blower system and the company had periodically conducted socialization for example on April 3, 2022 in division 6 of Metamani Estate with 44 participants and to other stakeholders such as contractors and surrounding communities who

held on October 8, 2022 with 10 participants.

In addition, for the last 2 years there have been no reports regarding violations committed by internal/external parties and this is evidenced by the results of a review of documents related to Whistle Blowing System reporting documentation via email or telephone designated by the Internal Audit Group.

Status: Comply

PRINCIPLE #2 OPERATE LEGALLY AND RESPECT RIGHTS

2.1

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

2.1.1

Based on documents verifications the unit of certification can demonstrate compliance with these law and regulations, for instance:

Environmental aspect

- Has been implements the requirement of environment aspect such as EIA management and monitoring in routinely.

Employment Aspect

Certification unit in general has complied with manpower regulation, including:

- Payment of overtime wages to workers in accordance with Government Regulation No. 36 in 2021.
- Implementation of the structure and scale of wages for all levels of workers in accordance with Minister of Manpower Regulation No. 01 of 2017.

OHS Aspect

- Has provided PPE for all employees in accordance with the risk analysis and is provided for Free
- Involve employees in health insurance and employment insurance programs (*BPJS TK and BPJS Kesehatan*)
- Equipping operators with required competencies, for example license for lift operators and power plant operators

BMP aspect

In terms of best management practices, it is known that plantation and mill management has implemented several compliances with Indonesian laws and regulations, for example not using the burning method in the land clearing process, trees planted are from seed producers (DxP) which are recognized by the Indonesian government. Each unit of the Unit of Certification has implemented integrated pest management, biological control and only uses pesticides that are listed on the pesticide government website.

Legal Aspect

The unit of certification can demonstrate compliance with these laws and regulations, for example: have environmental documents, Have plantation business permits and etc.

Compliance with Occupational Health and Safety Regulation:

Certification unit in general has complied with OHS regulation, including:

- The establishment of the OHS Committee for PT PPM (Decree No. 560/15/DISNAKERTRAN/VI/2020) for PT. PPM which were endorsed by Head of Manpower and Transmigration Agency Sorong Selatan District in Juni 22nd, 2022
- The establishment of the OHS Committee for PT PMP (Decree No. 560/112/DISNAKERTRAN/VIII/2021) for PT. PMP which were endorsed by Head of Manpower and Transmigration Agency Sorong Selatan District in August 25nd, 2022
- Third Quarter of OHS Committee PT. PPM Report has been delivered to Manpower and Transmigration Agency of Sorong Selatan District on October 10th 2022
- Third Quarter of OHS Committee PT. PMP Report has been delivered to Manpower and Transmigration Agency of Sorong Selatan District on October 13th 2022

- Has a license / competency for some special jobs that require more expertise such as OHS experts, hiperkes, boiler operators, and others in accordance with the requirements contained in the legislation

Best Management Practices

Several regulation pursuance towards applicable regulation conducted by the unit of certification is presented as follows:

- First Semester of LPUP PT. PPM Report has been delivered to Plantation Agency of Sorong Selatan District on July 20th 2022
- First Semester of LPUP PT. PMP Report has been delivered to Plantation Agency of Sorong Selatan District on July 07th 2022
- Has conduct zero burning for land preparation/replanting.
- Has committed to reduce and avoid the use of pesticide, especially those that classified on WHO 1A, 1B and Paraquat. Furthermore, all pesticides used were registered in Pesticide Commission of Department of Agriculture.
- Has used seeds from producers recognized by Government of Indonesia.
- Unit of certification has adopted integrated pest management which consist of early warning system, census, biological control, chemical control with justification and evaluation.

Employment Aspects

- Reports on the use of labor have been submitted to the Maybrat District Manpower and Transmigration Office on July 5, 2022.
- The company shows the Mandatory labor report report online once every 1 (one) year, for example the Mandatory labor report report which is reported online to the ministry of labour with No. Reporting 98416.20221107.0003 which was reported on November 7, 2022 and the obligation to report back on November 7, 2023.
- Reports on the use of labor have been submitted to the Office of Manpower and Transmigration of Sorong Selatan District on 24 February 2022.
- The company shows the Mandatory labor report report online once every 1 (one) year, for example the Mandatory labor report report which is reported online to the ministry of labour with No. Reporting 98416.20221103.0003 which was reported on November 3, 2022 and the obligation to report back on November 3, 2023.

Based on Document *Keputusan Menteri Lingkungan Hidup Dan Kehutanan Republik Indonesia Nomor : Sk.01/Menlhk/Setjen/Kum.1/1/2022 Tentang Pencabutan Izin Konsesi Kawasan Hutan*, PT Gandaerah Hendana related forest status included in the revocation list, the company has shown the latest legal documents in the Decree of the Ministry of Environment and Forestry no. 578 and 579 of 2022 which were stipulated on June 14, 2022, wherein the document deletes document Sk.01 dated January 5, 2022 specifically for PT PPM and PMP.

Related to OFI in the previous assessment related to the waste utilization permit, the company has shown the document Stipulation of Fulfilment of PT Putera Manunggal Perkasa's Land Application Permit for Wastewater Disposal Commitment (No. 660/40/DLH-MBT/XII/2021) on December 1 2021 by the Maybrat Regency Environmental Service. The document stipulates the fulfilment of the commitment to permit the disposal of wastewater by land application to PT Putera Manunggal Perkasa in Kampung Ikana, Aifat Selatan District, Maybrat Regency.

2.1.2

Procedure of legal requirement is listed in document No: SOP-Leg-01, dated 30 March 2015. The procedure explains the person in charge for managing the regulation and update the regulation. Legal Department and External Relation Officer will update the regulation whenever there is new regulation related to company activity, at least once a year. The latest evaluation has been done by company on 1 April 2022, which included latest regulation such as: Government Regulation No. 6/2021, Government Regulation No. 10/2021 and Government Regulation No. 22/2021.

Regarding the implementation of regulations for contractors, the company shows work agreement with contractors, for example the company's cooperation with the Kerekano Cooperative with No. 083/PT.PMP-SPKB/LOKAL/DIVISION E/X/2022 which states in article 4 point 2 that the second party/contractor must comply with laws and regulations as well as a statement letter from the contractor that is committed to waste management according to laws and regulations.

Based on the foregoing, the company has not been able to consistently ensure the implementation of monitoring of compliance with the implementation of procedures for contractors such as hazardous management, hazardous waste management, work relations for contractor workers and OHS aspects so that this becomes **nonconformity in indicator 3.3.2**

2.1.3

The company has procedures for monitoring and maintaining the HGU stake contained in Internal Memo No. 001/ANJ-KBN/RH/IM/III/2017, dated 1 March 2017. The procedure informs technical monitoring and maintenance of estate boundary markings. The person in charge of monitoring is carried out by the Agronomy Department and Survey every 1 year.

The company has a map that showing the location of the boundary poles in each estate. The company has also monitored HGU boundary pole in October 2022 by showing the results of monitoring that all poles are in accordance with the map and coordinates, this is evidence of continuous improvement regarding OFI in the previous assessment, where all HGU poles have been confirmed to have been installed. The results of field observations on the boundary pole for example No. 010, 011 & 012 in Cenderawasih Estate, No. 13 in Gaina Estate and No. 52 in Kasuari Estate are found and that the condition of the boundary poles are well maintained.

Status: Comply

2.2

All contractors providing operational service and supplying labour, and Fresh Fruit Bunch (FFB), comply with relevant legal requirements.

2.2.1 – 2.2.3

The company shows a list of contractors for the 2022 period which includes the name of the agency, contact name, field of cooperation, address and contact number with the following details:

- PT PMP: 9 contractors consisting of 4 labor maintenance & harvesting contractors, 1 transportation contractor, 1 civil contractor, 2 heavy equipment rental contractors and 1 security service contractor.
- PT PPM: 34 contractors consisting of 30 maintenance workforce contractors, 3 plantation lateralization & infrastructure contractors and 1 security service contractor.

The company also shows cooperation agreements with contractors, for example a cooperation agreement with the EFB application transport contractor with agreement No. PT.PMP-SPKB/LOKAL/DIV-D/IV/2022 (CV Melani Madiri) and road repairs with agreement No. PT.PPM-SPKBL DIVISION B/IV/2022 (PT Wibowo Mulia Sejahtera), which stated in article 4 of the agreement that contractors in completing their work are not allowed to employ minors (under 18 years) and bring children into the work environment and must comply with laws and regulations.

The company shows documents evaluating compliance with contractor laws and regulations which contain information on the List of Regulations and Legislation related to the activities of FFB contractors/suppliers, for example as follows:

- Government Regulation No. 36 of 2021 in article 18 namely setting wages, with the evaluation results that the contractor has paid wages according to the minimum wage for Papua Barat Province.
- Regulation of the minister of manpower and transmigration No. 19 of 2012 concerning PPE for workers, with the evaluation results that the contractor has periodically provided PPE to contractor workers.

The company has demonstrated documentation of legal compliance by the contractor, such as:

- The wage data for PT Angga Pratama Papua workers for October 2022 is in accordance with the minimum wage, for example with the initial I with a wage of IDR 3,694,699
- Agreements between contractor workers with the initials LA and the Kerekano Cooperative contractor, for example agreement No. KKMS/PKWT/III/2022 dated March 26, 2022 which has included the rights and obligations of workers.
- Proof of payment for Employment Social Security Agency for the October 2022 period with a transaction reference number 20221111601128206 which has been paid in the amount of IDR 8,078,677.

- The contractor also shows a list of employees showing that there are no workers under 18 years of age. However, the company has not been able to show several names of workers who have registered with the contractor, this has become a non-compliance with indicator 3.3.2.

Status: Comply

2.3

All FFB supplies from outside of the unit of certification are from legal sources.

2.3.1

The company currently only receives FFB directly from own estates suppliers, namely FFB from PT Putera Manunggal Perkasa (Kasuari Estate and Cenderawasih Estate) and PT Permata Putera Mandiri (Gaina Estate and Metamani Estate). The company does not receive FFB from farmers or other oil palm plantation companies in the vicinity of the company.

2.3.2

The company currently has not received the FFB indirectly.

Status: Comply

PRINCIPLE #3 OPTIMISE PRODUCTIVITY, EFFICIENCY, POSITIVE IMPACTS AND RESILIENCE

3.1

There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.

3.1.1

The company has a management plan in the 2022 – 2027 projected work plan and budget document for PT. PMP and PT. PPM. The document discusses plantation operational targets, factory operations of PT. PMP, environment, budget plans and revenue budget plans for 2022 – 2027. For example, PT. PMP has set a target for FFB production in 2023 of 160,000 Tons and in 2024 it will increase to 190,000 Tons. In addition, there is a CPO production target for 2023 of 34,080 Tons and in 2024 it will increase to 41,021 Tons. As for PT. PPM has set a target for FFB production in 2023 of 70,214 Tons and in 2024 it will increase to 86,200 Tons.

Based on the description above, it shows that the company already has a timed management plan

3.1.2

Based on the company's area statement data, it shows that PT. PMP and PT. PPM has the oldest plantation in 2015, so for the next 5 years the company does not have a replanting program

3.1.3

The company has SOP Internal Audit System Management No. SOP-SCD-03 Edition 01 was ratified by the Director of Operations on November 27th 2017. In addition, the company has SOP Group Internal Audit No. SOP-IAD-01 was ratified by the Director on February 01st, 2019. PT. PMP has held a management review meeting on October 4th, 2022 which was attended by 21 staff of PT. PMP includes evaluating the implementation and implementation of the management system in each unit which has been carried out systematically well but it needs to be ensured for consistency in implementation, especially for new employees. As for PT. PPM has held a management review meeting on October 5th, 2022 which was attended by 17 staff of PT. PPM includes the focus on sustainability implementation that needs to be increased for contractors working in the company area and records of sustainability implementation so that it is fulfilled on an ongoing basis.

Based on the description above, it shows that the unit of certification has carried out a management review within the planned time

Status: Comply

3.2

The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key

operations.

3.2.1

PT. PPM conducted an internal RSPO audit on August 1st – 12th, 2022 and found 13 nonconformities consisting of 6 Major and 7 Minor as well as several observation findings. Over all the non-conformities have been met and only 1 non-conformity is still in the process of fulfilling the non-conformance until December 31st, 2022, which is related to plasma PT. PPM is currently in the *CPCL* process.

PT. PMP conducted an internal RSPO audit on 1st – August 12th, 2022 and found 11 non-conformities consisting of 7 Major and 4 Minor as well as several observation findings and overall non-conformities were met on October 25th, 2022. The company has implemented continuous improvement, including in increasing FFB production, the company has maintained harvest rotation, infrastructure maintenance, plant maintenance, fertilization, and increased supervision in the field. In addition, the company shows the actual use of pesticides in 2020, 2021 and 2022 with a graph of the decline until 2022. For example, the use of the pesticide with the trademark Supremo, the active ingredient Glyphosate, in 2022 was 9,678.73 Lt, in 2021 4,293.77 Lt and up to October 2022 the use of Glyphosate is 3,369.05 Lt.

The company also utilizes waste such as the use of EFB as a natural fertilizer that is applied to the palm tree, and domestic organic waste which is used as composting fertilizer, Utilization of palm fiber and shells as absorbent materials, spill kits, and boiler fuel, Bungkil used for mulching media and organic fertilizer in oil palm blocks or plantings, Utilization of Solid Waste in the form of Boiler Ash as soil level stockpile, and road compaction media, and Management of Liquid waste produced from factories is reused for Land Applications

Based on the description above, it shows that the company already has evidence of the implementation of continuous improvement

3.2.2

Certification Unit already has an annual report document using the RSPO metric template format (Ver. 2.1) that has been provided to the auditor team at the time of the assessment. The summary in the report, for example, is as follows:

Name of RSPO Member	:	PT AUSTINDO NUSANTARA JAYA AGRI
RSPO Membership Number	:	1-0032-07-000-00
Name of Certified Unit	:	PT PUTERA MANUNGGAL PERKASA
Name of Certification Body	:	PT MUTU AGUNG LESTARI
RSPO PalmTrace ID Number	:	RSPO_PO1000008639
Number of Mills	:	1
Number of Estates	:	4
Production Area (ha) - Estate	:	6,922.17
Certified Area (ha) - Estate	:	20,367.92
High Conservation Value (HCV) Area (ha)	:	10,320.86
Peatlands - Planted (ha)	:	0
Freshwater Usage per PO produced ton	:	117,570

Status: Comply

3.3

Operating procedures are appropriately documented, consistently implemented and monitored.

3.3.1

The company already has operational procedures which include SOP for Agronomy and Palm Oil Mills. The agronomy procedure regulates land clearing, oil palm seeding, planting of cover nuts (LCC), oil palm planting, fertilizing, weed control, harvesting, pest control, pesticide handling, maintenance of boundary markers, pesticide management, and application of empty fruit bunches palm oil. The procedures at POM include laboratory procedures, operating procedures for maintenance work tools, factory production procedures and warehouse procedures.

The company has SOPs covering all plantation and factory processes and activities. The company has several Pest and Disease Control procedures, including Procedure No. SOP-AGR-20 concerning SOP for Integrated Pest Management which was approved by the Chief Executive Officer on April 1, 2016. The procedure is structured to control the growth of pests and diseases that have crossed the economic threshold, including *UPDKS*, Tirathaba, rats, oryctes, and Ganoderma pests.

The company has an plant pest control plan that is realized every month, for example the plant pest Rat census in

Block C16 in Division G Cenderawasih Estate on March 25th, 2022 had an attack of <5% so Racumin was not carried out due to the low attack rate

The company also has factory SOPs, including procedures for receiving and inspecting FFB which consist of several documents, including Work Instruction no. IK-01-SOP-MILL-01 FFB Reception Station which has been in effect since April 1st, 2020 and Work Instruction no. IK-01-SOP-MILL-02 the FFB Grading Station has been effective since April 1st, 2020. The POM receiving station aims to weigh all the FFB received by the factory, including weighing all CPO and palm oil production as well as empty fruit bunches, cakes and shells that will be sent out of the factory. The FFB grading station aims to check the quality of FFB sent from plantations and third parties. FFB sorting will only be carried out by qualified and experienced factory employees witnessed by a representative from the Division. FFB sorting is carried out randomly, at least 1 to 2 trucks representing 2 divisions every day that enter the factory plus trucks that are suspected of carrying poor quality FFB. For inspection data, a minimum of 200 bunches will be sorted as a sample from that 1 truck, but under certain conditions 100% grading of the entire truck load can be carried out. The ripe category for harvest is determined by the number of loose FFB that is released from the bunch, currently it applies to fraction 1 or can change according to management policy.

In addition, the certification unit already has a mechanism for examining the implementation of procedures contained in the Internal Audit System Management SOP procedure No. SOP-SCD-03 Edition 01 was ratified by the Director of Operations on November 27th, 2017 and SOP Group Internal Audit No. SOP-IAD-01 which was approved by the Director on February 01st, 2019. This procedure contains audit planning, implementation, reporting, documentation of Internal Audit results, and evaluation of Auditors. Regarding the implementation of this procedure, the company shows the results of the management review meeting which was held on October 4th, 2022 at PT. PMP and October 5th, 2022 at PT. PPM.

Based on the description above, it shows that the company already has Standard Operating Procedures (SOP)

3.3.2

The company shows Internal Memorandum No. 015/ANJT/HRCM/IM/IX/2022 concerning power expert provisions which explain in point 10, namely that HROs are required to supervise power expert companies that work with companies for their compliance with applicable labor norms.

The company shows work agreement with contractors, for example the company's cooperation with the Kerekano Cooperative with No. 083/PT.PMP-SPKB/LOKAL/DIVISION E/X/2022 which states in article 4 point 2 that the second party/contractor must comply with laws and regulations as well as a statement letter from the contractor that is committed to waste management according to laws and regulations.

Field visits to contractor PT WHJ's housing at the Gaina Estate central workshop and Division 1 Kasuari Estate, found burnt trash, oil spills in the generator room and hazardous and toxic waste scattered such as used batteries, filters and stacks of ex-fuel drums.

Field visits to operational activities, namely:

- Division 5 Cenderawasih Estate in the EFB application activity found 2 Kerekano Cooperative contractor workers with the initials JOF and JON, but one of the workers did not wear PPE such as boots and the company could not show work agreement workers, Social Security Agency registration and proof of wages.
- Gaina Estate Division 2 found 9 longginus mbani contractor workers in fertilizer activities, but from the sample with the initials TD and RS, the company was unable to show workers' work agreement, ID Card, Social Security Agency registration and proof of wages.

Based on the contractor's legal monitoring document for September 2022, contractor workers for Longginus Mbani with the initials TD and RS and contractor workers for the Kerekano Cooperative with the initials JON have not been registered.

Corrections have been made to the contractor's housing at PT PMP by showing photos of cleaning in the contractor's housing area, but the company has not shown any improvements to the contractor's housing environment at Gaina Estate and ensuring that things found during field visits do not happen again to other contractors.

Based on the foregoing, the company has not been able to consistently ensure the implementation of monitoring of compliance with the implementation of procedures for contractors such as hazardous and toxic materials management, work relations for contractor workers and OHS aspects so that this becomes **NCR No. 2022.01 with Minor category**.

In addition, to ensure consistent application of procedures, the company supervised the internal audit mechanism which simultaneously audited the RSPO system. The last audit was carried out from 25 July to 19 August 2022. Based on the results of the internal audit, it was found that there were three discrepancies in the supply chain aspect. The company has fixed the discrepancy in September 2022.

3.3.3

The company has conducted RSPO internal audits including:

- PT. PPM conducted an internal audit of the RSPO, namely August 1st – 12th, 2022 and found 13 discrepancies consisting of 6 Major and 7 Minor as well as several observational findings. Over all the non-conformities have been fulfilled and only 1 non-conformity is still in the process of fulfilling the non-conformities until December 31st, 2022, namely related to the plasma of PT. PPM is currently in the CPCL process.
- PT. PMP conducted an internal audit of the RSPO, namely August 1st – 12th, 2022 and found 11 non-conformances consisting of 7 Major and 4 Minor as well as several observational findings and overall non-conformances had been met on October 25th, 2022

Besides that, PT. PMP has held a management review meeting on October 4th, 2022 which was attended by 21 staff of PT. PMP includes evaluating the implementation and implementation of the management system in each unit which has been carried out systematically well but it needs to be ensured for consistency in implementation, especially for new employees. As for PT. PPM has held a management review meeting on October 5, 2022 which was attended by 17 staff of PT. PPM includes the focus on sustainability implementation that needs to be increased for contractors working in the company area and records of sustainability implementation so that it is fulfilled on an ongoing basis

Based on the description above, it shows that the company has a record of monitoring and follow-up

3.3.2	Status: NCR No. 2022.01 with Minor category	
--------------	--	--

3.4

A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.

3.4.1

EIA (Environmental Impact Assessment)

The company already has an environmental impact analysis document in the form of an Amdal document consisting of Andal, RKL, and RPL of PT Putera Manunggal Perkasa in February 2012 for the construction of a palm oil plantation and processing factory of 60 Tons of FFB/Hour based on a location permit according to the Decree of the Governor of Papua Barat No. 522 /30/II/2011 covering an area of ± 22,195.28 Ha. The document has obtained environmental feasibility in accordance with the Decree of the Governor of Papua Barat No. 660.1/58/II/2012 dated February 16, 2012 concerning Business Activities for Development of Plantations and Palm Oil Processing Factory of PT Putera Manunggal Perkasa in North Kokoda District and Kais District, Sorong Selatan District and East Aifat District, Maybrat District, Papua Barat Province. The assessment is carried out by a competent party, this is evidenced by the attachment of supporting certificates for each assessment team.

In 2021 the company will develop palm oil processing and facilities, therefore the company will conduct another environmental study. The environmental study is listed in the Amdal (Andal, RKL, and RPL) of PT Putera Manunggal Perkasa for the development of oil palm plantation and processing facilities in Sorong Selatan District and Maybrat District which was carried out by consultant PT Mitra Hijau Indonesia in January 2021. Development of oil palm facilities and processing is meant to consist of:

- Changes in factory facilities to 2 X 60 Tons of FFB/Hour, WWTP capacity, clean water supply facilities, construction of storage tanks, construction of warehouses, and utilization of raw water.

- Development of electricity facilities, namely steam power plants (PLTU), diesel power plants (PLTD), and bio gas power plants (PLTBG).
- Additional infrastructure and access roads outside the plantation including additional Jetty infrastructure and access roads in Karekano, additional Jetty infrastructure in Wanagalang.
- Mining Excavated C (Laterite) as a source of construction materials.

The document has received an Environmental Feasibility Letter based on the Decree of the Head of the Investment Service No. 570/337/PTSP-IV/2021 dated 10 May 2021 Plans for Development of PT PMP's Oil Palm Plantation and Processing Facilities in Sorong Selatan District and Maybrat District, Papua Barat Province.

PT PPM has had an environmental impact assessment listed in the Amdal document consisting of Andal, RKL, and RPL of PT Permata Putera Mandiri in April 2011 for the construction of a palm oil plantation and processing factory with a capacity of Factory 1 120 Tons FFB/Hour and Factory II 60 Tons FFB/Hour with an area of ± 40,000 Ha (according to the location permit). The document has obtained environmental feasibility in accordance with the Environmental Feasibility Decree based on the Decree of the Sorong Selatan Regent No. 525/76/BSS/IV/2011 dated 25 April 2011 concerning Environmental Feasibility for Palm Oil Plantations and Processing Factories in North Kokoda District, Metemani District and Kais District in Sorong Selatan District, Papua Barat Province. The environmental impact assessment was carried out by PT Dinamika Infoprima with a competent team, this is evidenced by the attached supporting certificates for each assessment team.

In 2019 PT PPM in its development evaluates the activities that will take place along with the facilities and infrastructure that have been planned. In order to support PT PPM's operations, it will be necessary to change the activity plan in the form of adding a wharf and access road/corridor road as well as changing the location of the palm oil mill which was originally located in the block C area and then integration with the planned palm oil mill in the PT Putera Manunggal Perkasa (PT) area. PMP). Further changes and detailed studies related to the factory will be discussed separately in other environmental documents. The plan to add a pier, namely the Jamarema Special Terminal, is needed because it is planned that the distribution of crude palm oil (CPO) will go through the jamarema point on the side of the Metemani river, while the Tatakera Bridge is needed to facilitate access to the transportation of raw materials and palm oil mill products in the form of CPO from palm oil processing factory which will later be built and CPO from the PMP palm oil processing factory to Jamarema and vice versa as well as for logistics transportation to Jamarema, therefore the company is conducting an environmental impact study of these activities which are listed in the Amdal (Andal, RKL, and RPL) development PT Permata Putera Mandiri supporting facilities carried out by PT Mitra Hijau Indonesia with a competent team, this is evidenced by the attached supporting certificates for each assessment team.

Based on document verification, it is known that the environmental impact assessment process is carried out independently and has involved affected stakeholders. In addition, the environmental document review has covered all of the company's operational areas. The results of interviews with the Environmental Services of the Maybrath District and Sorong Selatan District found that the AMDAL documents owned by the company complied with statutory provisions.

3.4.2

The company already has an environmental and social management and monitoring plan in a different document, while the management and monitoring plan is as follows:

Environmental Aspect

PT PMP already has an environmental management and monitoring plan in accordance with its environmental documents, namely:

- Physical Chemical Components
 - Water quality
 - Groundwater quality
 - Air quality
 - Steam boiler emissions
 - Smell
 - Soil physical and chemical properties

- Biological Components
 - Potential explosion of plant pest and disease populations
 - An abundance of types of aquatic biota
 - Diversity of aquatic biota
- Social Component
 - Opportunity to try
 - Community income
 - Community education services
 - Contribution to local revenue
 - Attitudes and perceptions of society
- Health Component
 - Public health

PT PPM already has an environmental management and monitoring plan in accordance with its environmental documents, namely:

- Air quality and noise
- Land fires
- Surface runoff, erosion and sedimentation
- River water quality
- Job opportunities and business opportunities
- Community education
- Public health.
- Disruption of Water Transportation and Community Accessibility

Social Aspects

PT PMP already has a social management and monitoring plan for the 2021-2022 period which will be prepared in 2021 which will be carried out in a participatory manner based on the results of a review of the previous period's social management and monitoring plan. The SIA management and monitoring plan includes:

Estate

- Occupational health and safety impacts
- Clinic
- Cooperatives and plasma plantations
- The system of wages and working conditions of employees
- Employment agreements and company regulations
- Issues related to women
- Employees' housing
- Water and sanitation
- Labor
- Labor union
- CSR

Mil

- Occupational Health and Safety
- Employee MCU
- Health BPJS and Employment BPJS
- Evacuation route

In addition, the company already has a social management and monitoring plan for the 2022-2023 period which will be

prepared in 2022 which will be carried out in a participatory manner based on the results of a review of the previous period's social management and monitoring plan. The SIA management and monitoring plan includes:

- Infrastructure and welfare
- Plasma Plantation
- Occupational Health and Safety
- Wages and working conditions of workers
- Local community workers
- Corporate social responsibility
- Labor union
- Program for Provision of Clean Water for Ikana Village, Kais Village, and Sumano Village
- Program to introduce a Crop Rotation System for Villagers' Vegetable Estates
- Posyandu Program and Health Examination for the Residents of Ikana Village, Kais Village, and Sumano Village
- Mentari Pagi Program (Managing the Love of Country's Children Through Early Education)

PT PPM already has a social management and monitoring plan for the 2021-2022 period which will be prepared in 2021 which will be carried out in a participatory manner based on the results of a review of the previous period's social management and monitoring plan. The SIA management and monitoring plan includes:

- Infrastructure and welfare
- Plasma Plantation
- Occupational Health and Safety
- Wages and working conditions of workers
- Local community workers
- Corporate social responsibility
- Labor union

In addition, the company already has a social management and monitoring plan for the 2022-2023 period which will be prepared in 2022 which will be carried out in a participatory manner based on the results of a review of the previous period's social management and monitoring plan. The SIA management and monitoring plan includes:

- Infrastructure and welfare
- Plasma Plantation
- Occupational Health and Safety
- Wages and working conditions of workers
- Local community workers
- Corporate social responsibility
- Labor union
- Program for Provision of Clean Water for Ikana Village, Kais Village, and Sumano Village
- Program to introduce a Crop Rotation System for Villagers' Vegetable Estates
- Posyandu Program and Health Examination for the Residents of Ikana Village, Kais Village, and Sumano Village
- Mentari Pagi Program (Managing the Love of Country's Children Through Early Education)

Based on the results of interviews with plasma farmers in the previous assessment (Audit Stage-2) it is known that plasma farmers ask for a continuation with the settlement of plasma land which is still constrained by the CPCL process (Prospective Recipients of Prospective Locations) so this has the potential for social conflict. These impacts have been covered in the 2021-2022 SIA management and monitoring plan. Likewise with the results of interviews with employees, it is known that there are AKAD (Workforce of Origin) and AKAL (Local Origin Workforce) employees who do not have BPJS for health because the names are different and the NIK is not registered in the Civil Registry. These impacts have been covered in the 2021-2022 SIA management and monitoring plan.

Based on interviews with representatives of the Benawa 1 Village Community, Ikana Village, Kais Village, Puragi Village, and Sumano Village it is known that the existence of companies such as PT PMP and PT PPM are very helpful in increasing the economic and social welfare of village communities, having a very positive impact both in terms of education, economic, health and social. However, based on the results of these interviews, there was information submitted by representatives of village officials regarding the hope of providing clean water for consumption for villagers. This has been clarified with the company, and it is known that a clean water supply program already exists and is listed in the SIA management plan program for 2021-2022 and 2022-2023. Out of a total of 6 villages that were targeted to receive the clean water program in the form of providing boreholes in the village, only 5 villages were realized, each from each village which was under the scope of the PT PMP and PT PPM studies, namely Kais Village under PT PMP and Benawa Village, Puragi Village and Sumano Village which are under the scope of PT PPM. Whereas for Ikana Village and Sumano Village, which are under the scope of PT PMP's study, this has not yet been implemented, due to the ongoing social conditions that have not been safe due to the presence of the Maybrat Armed Criminal Group which is currently rife around the Village. In this regard, the company has shown evidence of disputes and conflicts that occurred in the area as a result of the Maybrat armed criminal group through various news reports submitted by print and online/electronic media. This has caused the construction of drilled wells in these villages to be temporarily postponed until conditions are safe.

The company added information that village representatives proposed installing drinking water installations such as those in PT PMP and PT PPM workers' housing. However, the company has not been able to afford this, but the company continues to provide access once a week to the village community to collect drinking water from the drinking water depot owned by the company free of charge.

Based on the information above, the company has conducted a study of the environmental and social impacts resulting from the company's operational activities on the village community around the certification unit area. The company has also developed a program to control these environmental and social impacts and has conducted an annual routine review involving the ring 1 village community from PT PMP and PT PPM in preparing the program and evaluating the success of the program.

3.4.3

The unit of certification has implemented an environmental and social management and monitoring plan. The implementation is listed in a different document. The implementation is:

Environmental Aspects

PT PMP

Environmental management and monitoring can be seen in the reports on the implementation of Environmental Management and Monitoring for Semester II of 2021 and Semester I of 2022. The RKL-RPL Implementation Report for Semester II of 2021 and Semester I of 2022 has explained the aspects to be managed and monitored. The results of the verification of these documents show that the implementation is in accordance with the management and monitoring plan listed in the environmental documents that are owned. The company has also carried out evaluations of the results of environmental management and monitoring carried out such as trend evaluations, critical level evaluations, and compliance evaluations.

The results of environmental monitoring carried out by the company show the results of river water quality tests not in accordance with the provisions, namely for the parameters of pH, BOD, and COD. The company has carried out evaluations listed in the documents for the implementation of the environmental management and monitoring plan for semester II of 2021 and semester I of 2022 which explain that these parameters have exceeded the quality standards from the initial baseline. As a form of preventive action in environmental management and monitoring to prevent and reduce the concentration of parameters that are not in accordance with quality standards, the company has ensured best practices in waste management by ensuring that no waste spills over to environmental agencies directly, ensuring that waste Domestic liquid is managed and several management activities are in accordance with the company's management plan.

Based on the results of interviews with the surrounding community, it is known that the river water is used for MCK activities and as a transportation route. It is also known that these rivers are one of their economic sources as a place to get fresh water commodities for sale such as fish, shrimp, shellfish etc. Based on this, it can be seen that, although the test results show a number that exceeds the quality standard that has been set, namely class II quality standard, it does not have a negative impact on the river ecosystem and the impact of disease on rural communities around the river.

PT PPM

Environmental management and monitoring can be seen in the reports on the implementation of Environmental Management and Monitoring for Semester II of 2021 and Semester I of 2022. The RKL-RPL Implementation Report for Semester II of 2021 and Semester I of 2022 has explained the aspects to be managed and monitored. The results of the verification of the RKL-RPL implementation documents show that the implementation is in accordance with the management and monitoring plan listed in the environmental documents that are owned. The company has also carried out evaluations of the results of environmental management and monitoring carried out such as trend evaluations, critical level evaluations, and compliance evaluations.

In general, the results of environmental monitoring carried out by the company are in accordance with statutory provisions and the implementation report is in accordance with Minister of Environment Decree 45 of 2005 concerning guidelines for preparing the implementation of environmental management and monitoring plans.

Social Aspects

Following up on the findings of discrepancies with NCR number 2021.01 with Major/Critical Category related to SIA (Social Impact Assessment) in the previous assessment, namely the Stage-2 Audit assessment, it is known that the company has conducted program preparation and review of program success by involving the community in program preparation and program evaluation the. However, the company has not been able to show evidence of monitoring of the target achievement of the successful implementation of these programs. Based on this information, the company determined the root of the problem and took corrective action to close the discrepancy so that on November 18, 2021 the discrepancy was declared closed with corrective action setting success achievement targets for evaluating the success of program implementation both quantitatively and qualitatively.

In the Audit Assessment Surveillance-1 (ASA-1) phase, it is known that the company has conducted an evaluation regarding the successful implementation of the SIA program as stated in indicator 3.4.2. The evaluation was carried out by involving the community through direct interviews and filling out questionnaires using a random sampling method representing 5 community representatives from each village which was the scope of the PT PMP and PPM SIA studies. The results of the questionnaires and interviews were recapitulated to calculate the level of satisfaction of the participants regarding the sustainability of the SIA program which was presented in quantitative data through the percentage of the total responses of all samples in each village. As an example of the level of achievement of the clean water program for the people of Kais Village as follows, 60% of the villagers said it was quite useful and 40% of the villagers said it was useful. The results of the recapitulation are reviewed by the management of the company's CID section to then become the basis for preparing and improving the quality of the SIA program in the following year. Regarding the level of quality of clean water supply through the drilled well construction program in the affected villages, the company also tested the drilled wells to ensure that the water quality of the drilled wells can be used for the daily activities of the village community. The test was carried out by an accredited laboratory with quite good results, none of the parameters exceeding the clean water quality standards. So this strengthens the statement that the company has provided clean water through the drilled well program for the village community.

As explained above, and based on auditor verification through interview and document verification it is known that company has conducted an evaluation regarding the successful implementation of the SIA program as stated in

indicator 3.4.2. The evaluation was carried out by involving the community through direct interviews and filling out questionnaires using a random sampling method representing 5 community representatives from each village which was the scope of the PT PMP and PPM SIA studies minimum in once a year.

Based on interviews with representatives of the Benawa 1 Village Community, Ikana Village, Kais Village, Puragi Village, and Sumano Village it is known that the existence of companies such as PT PMP and PT PPM are very helpful in increasing the economic and social welfare of village communities, having a very positive impact both in terms of education , economic, health and social.

Based on the results of field visits and interviews with employees, village officials and related offices, no significant issues have arisen for the 2021-2022 period.

Based on the explanation above, it is known that the company already has a social and environmental management and monitoring plan that is implemented, monitored and updated periodically in a participatory manner by involving the community and the company's management unit. This management plan of SIA would be updated as necessity based on management review results.

Status: Comply

3.5

A system for managing human resources is in place.

3.5.1 – 3.5.2

The company has an HR management system that aims to manage the workforce in accordance with the provisions of the existing laws in Indonesia as follows:

Employee Recruitment Procedure

The company has procedures for recruiting workers listed in Document No. SOP-HRCM-002 issued on 1 November 2019 regarding recruitment. Where in the procedure it states that the fulfillment of human resources is based on standard organizational needs and continues to apply the principle of gender equality without distinguishing elements of ethnicity, religion, race and between groups. The minimum age for recruiting workers is 18 years and it is not permissible to recruit workers under that age. Recruitment information is carried out openly, recruitment is free of charge, and there is no retention of workers' personal documents. The Company also ensures that there is no discrimination in the recruitment and promotion selection process as well as recruitment procedures in accordance with regulatory provisions.

The company also shows sample documents of the latest employee recruitment starting from a job application letter to work agreements and letters of appointment, for example workers with the initials FW (heavy equipment helper) who have sent an application letter on August 15 2022 and have been accepted as workers through the stages of acceptance that determined by the company, namely ability tests, medical tests, and others. The worker has received Fixed Period Working Agreement work agreement with No. 396/HR-PKWTT/PMP/X/2022 which was signed on October 11, 2022 which stated a probationary period for prospective workers for 3 months from the first day of work.

Payroll System

The company shows the Company Regulations that have been ratified through the Decree of the Director General for the Development of Industrial Relations and Social Security for Workers No. 983/PHIJSK-PK/PP/VIII/2020 dated 24 August 2020 which has also carried out the renewal process for the 2022-2024 period by registering online in the company regulations/ collective labor agreement application of the Ministry of Manpower on 13 October 2022. In the Company Regulations, it includes remuneration which is explained in chapter III article 10. In addition, the company also sets a minimum wage for employees referring to:

- Governor of Papua Barat Decree No. 561/244/11/2021 issued on November 19, 2021 concerning the determination of the minimum wage for Papua Barat province in 2022 of IDR 3,200,000.
- Internal memorandum from HR Director No. 002/ANJ/HRCM/IM/I/2022 issued on January 26, 2022 regarding the implementation of a minimum wage for non-staff/NS-A employees of IDR 3,200,000 and monthly service

allowances from >1 – 5 years of IDR 5,000, >5 – 10 years IDR 7,500, >10 – 15 years IDR 10,000, >15 – 20 years IDR 12,500 and >20 years IDR 15,000.

- Internal memorandum No.013/GM/PMP-PPM/IX/2022 dated 20 September 2022 concerning additional harvest incentives with the stipulation that incentives if harvesters get results after the base and get 200 kg of IDR 15,000, 300 kg of IDR 30,000, 400 kg of IDR 45,000, 500 kg of IDR 60,000 and > 500 kg of IDR 75,000.

Career Path System and Job Performance Assessment

The company shows a list of employees consisting of permanent workers and Fixed Period Working Agreement employees. Besides that, The company shows the Company Regulations that have been ratified through the Decree of the Director General for the Development of Industrial Relations and Social Security for Workers No. 983/PHIJSK-PK/PP/VIII/2020 dated 24 August 2020 which has also carried out the renewal process for the 2022-2024 period by registering online in the company regulations/ collective labor agreement application of the Ministry of Manpower on 13 October 2022. In the Company Regulations, it includes promotions employees described in chapter II article 7.

There is also evidence of performance appraisal and a career path system carried out in accordance with the procedure described above, including:

- Promotions for workers with the initials DM recommended from maintenance foreman to foreman I, from NS-C level to NS-D, and from a basic salary of IDR 3,268,000 to IDR 3,460,750 is effective April 1, 2022.
- Promotion for workers with the initials NJP recommended from heavy equipment helper to backhoe loader operator, from NS-A to NS-B level, and from a basic salary of IDR 3,200,000 to IDR 3,400,000 effective August 1, 2022.

Company regulations

The company shows the Company Regulations that have been ratified through the Decree of the Director General for the Development of Industrial Relations and Social Security for Workers No. 983/PHIJSK-PK/PP/VIII/2020 dated 24 August 2020 which has also carried out the renewal process for the 2022-2024 period by registering online in the PP/PKB application of the Ministry of Manpower on 13 October 2022. The Company Regulations explain starting from company authority, wages, facilities, benefits, achievement awards, working time/hours, leave, health insurance until the validity period of the said Company Regulations.

The company regulations have also been socialized to workers, for example it was socialized to workers on 3 April 2022 in division 6 of Metamani Estate with 44 participants. There is also evidence of dissemination of important points of company regulations that are posted on information boards in each estate office or factory related to this to ensure that workers can easily get the information. Based on interviews with harvest workers, fertilizer, spray and operators, it was conveyed that the workers had received socialization related to company regulations.

Training System

The company has provided assistance with training needs for each of its employees according to their position and type of work. For example, the assistance that has been provided by the company is K3 training for harvest workers, fertilizers, sprayers and others. After providing assistance, the company compiled a training program for its workers for a year. The following is an example of the realization of a training program in 2022, namely:

- Safety driving training held in January 2022 and training by 37 workers.
- HCV and Conservation Policy training to be held in January 2022 and training by 61 workers.
- First aid training held in September 2022 and training by 15 workers.

Based on the results of interviews with the Manpower and Transmigration Office of Sorong Selatan District, it is known that over the past year there have been no issues regarding the employment aspect in the company.

From the description above, it can be concluded that the company already has a human resource management system in accordance with laws and regulations.

Status: Comply

3.6**An Occupational Health and Safety (H&S) plan is documented, effectively communicated and implemented.****3.6.1**

The company has procedures for identifying, assessing, controlling risks and HSE impact aspects in document No. SOP-EHS-01 03rd Edition which was ratified by the President Director on November 15th, 2021. This document is a procedure for identifying all potential hazards from the company's operational activities, a procedure for assessing the level of risk from the identification of sources of danger from the company's operational activities, determining risk assessment actions which is based on an assessment of the level of risk and makes a work plan to carry out risk assessment actions and evaluates the identification of hazard sources, risk assessments and risk assessments that have been carried out.

The company has carried out hazard identification, risk assessment and control of environmental OHS impacts, including for Gania Estate PT. PPM No. IBPPR/PPM/GAINA/01 which was approved by the General Manager on August 11th, 2022. In addition, there are documents for hazard identification, risk assessment and control of OHS impacts on the PT. PMP No. Doc-PMP-Mill-14 was approved by GM on March 20th, 2022. Hazard identification and risk control at the factory include the Loading Ramp, Sterilizer, Tippler, Screw Press, Clarification, Kernel Plan, Boiler, Engine Room, Maintenance Department, Department of Laboratory, Compound Department, Grading Department, Warehouse Department, Hazardous Waste warehouse, Dispatch, Office and Operations of Weight Bridge. The hazard identification and risk control in the plantation includes planting, harvesting and transportation, chemist, fertilizing, manual maintenance, land application and jankos application, afdeling emplacement, engineering department, warehouse, office, transportation and road infrastructure, land clearing and immature plantation, contractors in residential afdeling and in estate clinics. Identification, Assessment, Risk Hazard Control and Impact Aspects are updated according to the existing condition of the work and the risk evaluation is updated once a year.

The company shows periodic and special MCU recapitulations for 2022 for routine physical, blood, urine examinations, spirometry, Electrocardiography, hepatitis and audiometry at PT. PMP, Cenderawasih Estate, Kasuari Estate, Metamani Estate and Gaina Estate. As an example of the results of periodic health checks at PT. PMP of 44 people which was carried out from September to October 2022 at the PT. PMP did not find occupational diseases, but only found diseases resulting from an unhealthy lifestyle, namely hypercholesterolemia, anemia, hyperuricemia, increased blood pressure, and increased blood sugar.

Based on the description above, it shows that the company has identified the risk of OHS problems and applied them in the field

3.6.2

PT. PMP and PT. PPM shows procedures related to Occupational Safety and Health in SOP No. SOP-EHS-11 dated November 15th, 2021 which was approved by the Main Director, that:

- The OHS Committee team is the company's internal organization in the operational work area whose function is to determine, control, review and make decisions related to Environmental and OHS
- The OHS Committee meeting is held at least once every 1 (one) month which discusses, among other things, Occupational Accidents and Health
- OHS Committee management must submit a report on OHS Committee activities to the local Manpower Office every 3 months
- Identification of Hazards - Aspects, Assessment and Control of Risks - Impact of OHS- Environment must be integrated with the preparation of Quality Plans for Estates/POM
- Risk Evaluation of risk control - impact (operational) conducted once a year.
- Work Accident Evaluation and recommendations are made every 3 months by the SHE Dept. based on work accident data recapitulation

Based on document reviews and interviews with EHS staff, it is known that the company has submitted OHS Committee report for the third quarter of 2022 to the Sorong Selatan District Manpower and Transmigration Agency and Papua Barat Province Manpower Agency as a form of evaluation and recommendations for work accidents made by EHS staff every 3 months.

Based on the description above, it shows that the company has monitored the effectiveness of the OHS plan to deal with OHS risks to employees

Status: Comply

3.7

All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.

3.7.1 – 3.7.2

The company demonstrated a training program for each unit in 2022 covering all aspects of the RSPO P&C. Training also includes those who need training such as staff, workers, smallholders and contractors. The sustainability team and the HR department are responsible for the development of training program scheduling and training implementation. The training program document informs the type of training, plan/schedule and attendance. Training programs in 2022 such as:

- Basic OSH and environment
- First aid training
- Training on hazardous and toxic materials and hazardous and toxic waste management
- MSDS training
- Dedicated operator training
- RSPO-ISPO & SCCS training
- Emergency response training

The company also shows the realization of training, for example:

- Safety driving training which was held in January 2022 and was attended by 37 workers.
- HCV and Conservation Policy training held in January 2022 and attended by 61 workers.
- First aid training held in September 2022 and attended by 15 workers. Training on the management and use of chemicals which was held at Division 5 Cenderawasih Estate on May 14 2022 and was attended by 10 workers.
- RSPO, ISPO and SCCS Awareness Training which was held at the central workshop on 31 May 2022 and was attended by 15 workers.
- WTP training which was held at the Mill on March 7 2022 and was attended by 8 workers.

The results of interviews with representatives of bipartite cooperation institutions and workers such as warehouse workers, harvesters, fertilizer workers, grading officers, boiler officers stated that the company had provided training or outreach regarding work procedures to each worker orally and was understood by workers. In addition, the results of interviews with boiler officers also conveyed that these workers had been given boiler officer training. There are training programs that involve contractors, such as socialization of SOPs and training related to OHS. From the results of interviews with workers and contractors, it is known that workers and contractors can explain the training they have received such as work procedures and OSH implementation.

Based on the foregoing it can be concluded that the unit of certification has a training program for all workers including stakeholders (contractors, suppliers, local communities and smallholders) related to the RSPO P&C and all of them have been well documented.

3.7.3

The company can show the realization of the SCCS training, for example the one held on 31 May 2022 at PT PMP with 15 participants and on 20 May 2022 at PT PPM with 88 people with participants being administrative officers, weighbridges, laboratory staff, security, sorting workers, foreman 1, harvest foreman, FFB clerk, FFB transporter and harvester.

Based on interviews with the security mill, it can be concluded that the personnel already know about the SCCS mechanism and supervision of certified products.

Status: Comply

3.8

Supply Chain Requirements for Mills

3.8.1, 3.8.2

The mill is only receiving and processing FFB from certified sources, hence, the RSPO SCCS Module D (IP) are applied

3.8.3.

Estimates of CPO and PK produced by POM obtained from the projection based on actual data of 12 months before audit activities, here's the detail:

	Last Year Projected Certified Volume (MT)	Actual production in last 12 months (MT)	Estimation for the next 12 months
FFB Processed	110,000	100,197.53	118,500
CPO Production	23,000	19,984	23,000
Palm Kernel (PK) Production	3,000	2,351	3,600

3.8.4

The Mill have been registered in RSPO IT platform for license period (23 December 2021 – 22 December 2022), with license id CB128199, RSPO member id: RSPO_PO1000008639, member name: PT Putera Manunggal Perkasa.

3.8.5

Putera Manunggal Perkasa POM has procedures related to supply chain in SOP of RSPO Supply Chain (No. SOP-SCD-01 dated 1 July 2021). The procedure explains the person in charge of the supply chain and details for each supply chain activity, for example related to training, transaction registration, and recording from receipt, storage, sale, handling of non-conforming products, and reporting. The company's procedures have been revised in accordance with the latest RSPO SCCS system reference (Revised 01 February 2020). Based on the results of interviews with weighing operators at the factory, the officers were able to explain and demonstrate regarding the producer related to SCCS, where the factory only accepts RSPO certified FFB and does not accept RSPO certified FFB.

In addition, there are also mechanisms related to the IP supply chain system contained in the Work Instruction Identity Preserved No. IK-SCD PMP-01 dated 1 October 2021.

3.8.6

The company has conducted an internal audit of the RSPO and supply chain on 25 July to 19 August 2022. Based on the results of the internal audit, it is known that there are three non-conformities in the supply chain aspect. The company has corrected the non-conformities in September 2022.

In relation to supply chain internal audits, this achievement is always an amendment in management review meetings as the basis for planning activities for the next period, for example in management review records in 4 October 2022.

3.8.7

Putera Manunggal Perkasa POM received FFB from certified sources, here's the detail:

Month	FFB (MT)		
	RSPO Certified	Non-Certified	Total
Jan-22	10,288.66	-	10,288.66
Feb-22	8,445.14	-	8,445.14
Mar-22	9,586.84	-	9,586.84
Apr-22	11,112.53	-	11,112.53
May-22	9,970.85	-	9,970.85
Jun-22	8,771.87	-	8,771.87
Jul-22	7,800.10	-	7,800.10

Aug-22	9,017.24	-	9,017.24
Sep-22	11,802.13	-	11,802.13
Oct-22	13,402.17	-	13,402.17
Total	100,197.53	-	100,197.53

The auditor has verified FFB received records over from the certificate issued, the total FFB certified received was 100,197.53 MT.

For FFB which was previously still a non-certified FFB (when the company was not yet certified), the company carried out the process of purifying the CPO tank from 19 February to 2 March 2022 from Storage Tank No. 2 to Storage Tank No.1. so that in tank No. 2 is only filled by RSPO certified products with IP status.

The company did not request an additional quota for certified products because the total certified products were still below the quota set in the previous assessment, namely <110,000 tons of FFB.

Regarding the procedure for receiving certified or not FFB, it has been included in SOP of RSPO Supply Chain (No. SOP-SCD-01 dated 1 July 2021).

3.8.8

The company shows documentation of certified products, such as sales contracts, shipping announcements, delivery orders, etc. These documents explain the name and contact person of the buyer and seller, date of delivery, product description, quality, quantity, member ID, and others. Here's for the examples: Delivery of CSPK on 2 September 2022 (No.: 08/CSPK-PMP/2022) to KCP Putera Manunggal Perkasa with an IP model of 156,000 kg from 4 to 31 August 2022. All CSPK sales are made by selling to the KCP Putera Manunggal Perkasa factory which has been certified by the RSPO and is still a unit managed by the ANJ Group. This transaction has been informed on RSPO Palmtrace on 28 Sept 2022 (not over 3 months from last shipping). For CSPO, all physical stock over the past year has been sold conventionally.

3.8.9, 3.8.10, 3.8.11

The Company has cooperation with third parties related to the handling of the transportation of certified products, namely PT Samudra Mulia Karsa (No. 0901/COM-SCM/PMP/2021, dated 6 September 2021). From the results of the review of the agreement documents, it is known that information related to compliance with government regulations, transporters are obliged to provide and use PPE when working. There also statement on that agreement which stated that transporter willing to comply to all RSPO requirement based on ANJ's sustainability policy and willing to be audited by CB. In total, there are contractors who cooperate with the company in handling certified products are 3 contractors.

3.8.12

Putera Manunggal Perkasa POM has record of all CSPO and CSPK information, as well as presented in the table bellows:

Crude Palm Oil

Period	CPO Production (MT)		CPO Delivery (MT)			Stock	
	Certified	Uncertified	Certified (Physical)	Other Scheme	Conventional	Certified	Uncertified
Jan-22	2,171.18	-	-	-	2,500.00	-	1,583.09
Feb-22	1,768.55	-	-	-	2,500.00	-	830.92
Mar-22	1,980.45	-	-	-	811.70	1,427.02	567.50

Apr-22	2,362.48	-	-	-	1,688.30	2,650.86	-
May-22	1,853.72	-	-	-	2,100.00	2,400.38	-
Jun-22	1,659.89	-	-	-	2,500.00	1,553.02	-
Jul-22	1,504.72	-	-	-	2,500.00	549.77	-
Aug-22	1,673.62	-	-	-	-	2,223.39	-
Sep-22	2,339.62	-	-	-	2,500.00	2,043.70	-
Oct-22	2,670.41	-	-	-	2,500.00	221.20	-
Total	19,984.63	-	-	-	19,600.00		

All sales are conventional sales for CSPO, there are no certified sales. On the Palmtrace platform, CSPO products are sold on credit. The uncertified product stock in the table is the stock when the company does not yet have an RSPO certificate.

Palm Kernel

Period	PK Production (MT)		PK Delivery (MT)			Stock	
	Certified	Uncertified	Certified (Physical)	Other Scheme	Conventional	Certified	Uncertified
Jan-22	263,10	-	207,00	-	-	56,10	-
Feb-22	192,30	-	248,40	-	-	-	-
Mar-22	263,16	-	248,76	-	-	14,40	-
Apr-22	278,10	-	279,90	-	-	12,60	-
May-22	205,00	-	217,60	-	-	-	-
Jun-22	202,80	-	172,80	-	-	30,00	-
Jul-22	163,04	-	164,70	-	-	28,34	-
Aug-22	168,56	-	156,60	-	-	40,30	-
Sep-22	299,00	-	339,30	-	-	-	-
Oct-22	316,80	-	316,80	-	-	-	-
Total	2.351,86	-	2.351,86	-	-		

All CSPK sales are made by selling to the KCP Putera Manunggal Perkasa factory which has been certified by the RSPO and is still a unit managed by the ANJ Group.

3.8.13, 3.8.14

Putera Manunggal Perkasa POM has determined the extraction rate for CPO and PK to be produced. Based on actual production of CPO and PK for the last 12-month period. The Extraction rate for production projections will be updated annually based on the actual production of CPO and PK. To find out the amount of CPO and PK, the company already has a mechanism contained in the CPO Stock Sounding Daily Procedure (ST.16/Eng-CPO.SS, dated August 2019) Measurements are carried out by laboratory personnel and witnessed by Quality Assurance staff.

3.8.15

Putera Manunggal Perkasa Palm Oil Mill applies the IP supply chain model, because mill only receives fruit from certified sources. Sources of certified fruit come from own estates.

3.8.16

The company has reported sales transactions of certified products through the RSPO palm trace platform, which are summarized as follows:

- CSPK Sold as Physical as amount as 1,500 Ton.
- CSPO Sold as Credit as amount as 12,800 Ton.

All CSPK sales were sent to Putera Manunggal Perkasa KCP which is still in the ANJ group. The shipping announcement has been fully informed to the system, for example the shipping announcement record (TR-a96e0b18-7b20) made on September 28 2022 and confirmed on the same date by PT Putera Manunggal Perkasa of 200 tons. This document has also been aligned with the same transport records from 1 to 28 September 2022 of 200 tons. As for CSPO, there is no physical sales. All CSPO sales are made on credit, this can be shown in the CSPO credit transaction of 2,500 tons (order No. 18349) on October 19, 2022. From the recording, it can be that the announcement does not exceed 3 months after the certified product is shipped.

3.8.17

Based on management representative interview and document review, the mill not use trademark on its sales activities and communication.

Status: Comply

PRINCIPLE #4 RESPECT COMMUNITY AND HUMAN RIGHTS AND DELIVER BENEFITS

4.1

The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.

4.1.1

The company has ANJ's sustainability policy which was stipulated by the Board of Directors on 31 October 2019 in point 2.A.2 which states that the company recognizes human rights which underlines basic rights and freedoms for all, including prohibiting retaliation against Human Rights Defenders (HRD) or stand-alone policies to protect HRDs and prohibit intimidation and harassment. ANJ's sustainability policy has also been disseminated to employees, for example on April 3 2022 at division 6 Metamani Estate with 44 participants and to other stakeholders such as contractors and the surrounding community which was carried out on October 8 2022 with 10 participants.

Based on the results of interviews with the local community, bipartite representatives and other workers, it is known that in the last 2 years there has never been any intimidation/acts of violence committed by the company against workers, the community, contractors or other parties working with the company. If there is a problem, usually the company will hold good deliberations without resorting to violence.

4.1.2

Based on interviews with management representatives, it was stated that there was no use of paramilitaries for extra-judicial acts of interference and intimidation. Based on interviews with workers, community representatives, trade unions and online sites, there have been no incidents of using violence in the company.

Status: Comply

4.2

There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.

4.2.1 – 4.2.4

Consultation and complaint mechanisms are listed in several procedures, such as:

- SOP for Handling Community Differences of Opinion and Land Ownership Disputes with No. SOP-EAD-01 revision 1 which took effect on 01 August 2013.
- SOP for providing communication and information with No. SOP-Leg-02 which took effect on 1 September 2015.

The procedure above has explained about the person responsible for receiving and resolving complaints (external and internal officers including HRD), response period (between 14 - 28 days), confidentiality of the reporter and complainant, so that further complaint handling can be carried out at the tripartite level. (Mediation and settlement by the

government). Procedures are available in Bahasa Indonesia and if there are grievances/grievances that have not been resolved collectively, they can lead to compliance with the RSPO Complaints System as well as a system that allows protection of the complainant's anonymity if requested including the option of access to legal advice.

Based on the results of interviews with community representatives from Sumano Village and Kais Village, it was conveyed that the community already knew the procedures for communicating with the person in charge of the company so that people who could not read/write could be informed by the relevant communicator company, which was last done on October 8, 2022.

The company then shows records of complaints from internal and external stakeholders along with complaint resolutions listed in the communication and information log documents, for example as follows:

- Complaints from village heads submitted on 18 July 2022 regarding employee morning assembly, which the company then responded to through letter No. 006/PPM-Kbn/Ext/HARI/VII/2022 dated 20 July 2022.
- Complaint from bipartite cooperation institution submitted on 29 June 2022 regarding the inadequate availability of toilet in the hexagon. Later on the same day, the management leadership instructed the addition of WTP operators so that water supply at Hexagon could be fulfilled.

All of the complaints mentioned above have been thoroughly resolved by the company by showing evidence of settlement in the form of documentation and direct responses regarding complaints received from external and internal parties.

Status: Comply

4.3

The unit of certification contributes to local sustainable development as agreed by local communities.

4.3.1

The company conducts a social impact assessment in the stage of preparing social programs. In the assessment, the company collects primary data and secondary data from the village government level, sub-district and from the relevant agency level, which is supported by data from field verification including general digital data categorized as public documents. In general, the company focuses on several programs which include:

- Family Planning Services
- Catering Training
- Support for reading houses
- Community education assistance
- Sustainable organic farming program.
- Empowerment of local contractors
- Assistance with transportation facilities
- Acceleration of fish trade in Karekano
- Recruitment of local workers
- Construction of bathing and washing facilities, sanitation, clean water and installation of solar panels

The recording is in accordance with the results of public consultations with surrounding villages (Puragi, Sumano, Benawa, Kais and Ikana Village), where the company has carried out activities that are beneficial to the surrounding community. For examples, there're record of social activities for surrounding communities, such as:

- Road opening to Sumano Village
- Development of sanitation and clean water facilities in Benawa 1 Village
- Acceleration of the fish trade in Karekano Village
- Organic vegetable cultivation program in Puragi and Tawanggire villages.

Status: Comply

4.4

Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their Free, Prior and Informed Consent (FPIC).

4.4.1

Certificate holder managed area with the total **54,703.54** ha in accordance with legal documents that owned (HGU Certificate) that divided in four own Estate; however, the scope of certification is **20,367.92** Ha. The scope of certifications is smaller than total managed its due to the remaining area outside the scope of RSPO certification which has been controlled by the company, namely an area of 3,518.38 Ha to be used as an HCS Recovery Plan (can be seen at the following link: [htHazardous Waste Warehouse://anj-group.com/en/hcs-area-loss-recovery-plan/index](http://anj-group.com/en/hcs-area-loss-recovery-plan/index)) and the remaining 30,817.24 Ha will be included in the Conservation Land Scape Business Model plan such as Carbon Credit.

Here are some legal documents owned by the company:

- Decree of the Head of BPN Number 142/HGU/BPN RI/2014 dated October 7, 2014.
- Decree of the Head of BPN Number 141/HGU/BPN RI/2014 dated October 7, 2014.
- Decree of the Head of BPN Number 09/HGU/BPN RI/2014 dated October 7, 2014.
- Decree of the Head of BPN Number 138/HGU/BPN RI/2014 dated October 6, 2014.
- Decree of the Head of BPN Number 136/HGU/BPN RI/2014 dated October 6, 2014.
- Decree of the Head of BPN Number 137/HGU/BPN RI/2014 dated October 6, 2014.
- Decree of the Head of BPN Number 139/HGU/BPN RI/2014 dated October 6, 2014.
- Decree of the Governor of Papua Barat Province (Number: 525/90/V/2011 Year 2011) Regarding the Granting of a Plantation Business Permit (IUP) to PT Putera Manunggal Perkasa on May 10, 2011.
- Decree of the Head of BPN Number 132/HGU/BPN RI/2014 dated September 29, 2014.
- Decree of the Governor of Papua Barat Province (Number: 520/146/7/2021 Year 2011) Regarding the Amendment to the Decree of the Governor of Papua Barat Number 525/205/10/2012 concerning the Granting of a Plantation Business Permit to PT Permata Putera Mandiri) to PT Permata Putera Mandiri on July 16, 2021

4.4.2, 4.4.4

In general, the company currently has not carried out the latest land acquisition. The last land compensation process was carried out before 2014 (following the 2010 NPP process). However, the company shows records of land acquisition that have followed FPIC procedures for each entity, for example as follows:

- PT PMP shows a recapitulation of the relinquishment of customary rights and payment of customary rights with a total area of 23,606 ha to 4 villages.
- PT PPM shows a recapitulation of the release of customary rights and payment of customary rights with a total area of 32,912 hectares to 10 villages and 12 Tribes.

The land acquisition record contains the following information:

- A Memorandum of Understanding between PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with the Community Owners of Customary Rights which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Certificate of Proof of Ownership of Customary Land/ Customary Rights issued by the Village Head and known by the District Head.
- Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

All records are kept by the company in the form of hard and soft copies with appropriate language. Based on the interviews with representatives of Puragi, Sumano, Benawa, Kais and Ikana Village, which are one of the previous land-owning villages, it is known that the land compensation process has been based on the agreement of both parties without any intimidation from any party.

4.4.3

In line with the explanation in indicator 4.4.2, there is information related to the map that describes the Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal

Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

4.4.5

Continuing from the explanation in indicator 4.4.2, based on the results of the verification of land acquisition documents, the entire process was agreed directly by the previous land owner without being represented by any party (the government agency representative only witnessed).

4.4.6

Until now, the company has not reviewed the FPIC process related to land compensation because the entire process was completed before 2014. Regarding social relations, the company reviews social programs as informed in indicator 3.4.3.

Status: Comply

4.5

No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.

In summary, there was no recent planting after the last planting process according to the 2010 NPP procedure in 2014. The last planting was done in 2018, so, the information below is still the same as the previous assessment related to land clearing through the NPP process.

4.5.1

PT PMP has conducted a Social Impact Assessment (SIA) in 2013 conducted by PT Fodec Khatulistiwa and PT PPM has conducted a social impact assessment (SIA) in November 2013 conducted by Remark Asia. The study identified and assessed the legal rights, customary rights and usufructuary rights of the area to be cleared by PT PMP and PT PPM.

4.5.2

PT Putera Manunggal Perkasa has conducted NPP and has been notified for 30 days on the RSPO website since 6 August 2014 and PT Permata Putera Mandiri has conducted NPP and has been notified for 30 days on the RSPO website since 23 October 2014.

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and without any coercion from any party. It is also informed that community have option of resourced access to independent third-party advice. The company can show documents proof of relinquishment of customary land/ customary rights for each village and tribe which is carried out in a participatory and mutually agreed manner. The document is also available to each signatory.

Based on this evidence, it can be concluded that FPIC was implemented through a comprehensive process before oil palm plantations were opened and the company fully respects the legal and customary rights to the territories, lands and resources.

4.5.3

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of

the Clans who owned the customary land understand they have the right to say 'agree' or 'not agree' to operations planned on their lands and in the end agreed to this and without any coercion from any party. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.

4.5.4

PT PMP has conducted a Social Impact Assessment (SIA) in 2013 conducted by PT Fodec Khatulistiwa. The study was conducted using a participatory and *consultative* approach to the villages surrounding the company, which consisted of 9 villages, 3 districts and 2 districts prior to the land clearing. The strategic issues related to the existence of PT PMP were obtained from direct interviews with communities from various elements and professions, village officials and sub-district government such as community responses to PT PMP, information and communication, plasma, land acquisition, labor, economy, education, health, accessibility, CSR, and the environment including food security and water availability. Based on the information obtained in a participatory manner, the company carries out a management plan and monitoring of these social impacts.

4.5.5

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights and historical actors of land release in the early days of PT PMP and PT PPM plantation opening, information was obtained that the handover of customary lands in the past was carried out by the Tua Marga and Clan members to the government to grant Cultivation Rights to plantation entrepreneurs and it was considered to have been carried out according to local customary norms and there was no element of forced surrender. The processes for handing over land to the Regional Government have been carried out in accordance with the customary rights prevailing in the area.

4.5.6

The company can show documents proof of relinquishment of customary land/ customary rights for each village and tribe which is carried out in a participatory and mutually agreed manner, namely:

- Letter of acknowledgment of customary land tenure/customary rights of customary law communities that has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Statement Letter of Release of Tenure of Customary Land/Customary Rights of Indigenous Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- An Agreement on the Release of Tenure of Customary Land/Customary Rights of Indigenous Law Communities which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Minutes of Release of Tenure of Customary Land/ Customary Rights of Indigenous Peoples which have been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Receipt as proof of payment given to the Customary Law Community which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- A Memorandum of Understanding between PT Putera Manunggal Perkasa and PT Permata Putera Mandiri with the Community Owners of Customary Rights which has been signed or fingerprinted by the Tua Marga and ratified by the Regional Government.
- Certificate of Proof of Ownership of Customary Land/ Customary Rights issued by the Village Head and known by the District Head.
- Map of Recognition of Customary Land/Customary Rights of Indigenous Peoples at the locations of PT Putera Manunggal Perkasa and PT Permata Putera Mandiri which has been signed or fingerprinted by the Tua Marga with boundary witnesses and ratified and justified by the Regional Government (Head of Village, Head of District and Chiefs of Tribes/Customs).

Based on interviews with 12 previous land owners or customary rights owners as well as the Head of Sumano Village, Public Figure of Ikana Village, Religious Leaders of Benawa 1 Village and Public Figure of Puragi Village who is also the owner of customary rights, information was obtained that before the oil palm plantation land was opened, the company had held a meeting to the Tua Marga and members of the Clans in a participatory manner who explained that

the area on the customary land to be released would be planted with oil palm and the Tua Marga as representatives of the Clans who owned the customary land agreed to this and without any coercion from any party.

4.5.7 and 4.5.8

Based on a review of legal documents and information from management, it is known that there is no new land acquisition after 15 November 2018 in PT PMP and PT PPM.

Status: Comply

4.6

Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.

4.6.1

In order to any negotiations concerning compensation for loss of legal, customary or user rights, the company using has procedure of Relinquishment of Customary Rights, document No. SOP-Leg-03 dated 1 June 2013 related to identifying legal, customary or user rights, and for identifying people entitled to compensation. FPIC process is described in the procedure. The procedure compiled by management reference by local regulation.

Based on interviews with Representatives Puragi, Sumano, Benawa, Kais and Ikana Village, information was obtained that company plantation land originating from customary land rights. The customary land comes from customary land of Tua Marga and members.

4.6.2

Based on the management's explanation and a review of the land compensation procedure, the company always refers to the local government regulations and will update it in accordance with the existing office regulations in government.

Same as indicators 4.6.1 statement, the mechanism to identify and compensation procedure were carried out by forming team consisting of community leaders, company and government representative and price were determined based on negotiations.

4.6.3

Based on the results of the public consultation with the Puragi, Sumano, Benawa, Kais and Ikana Village, which is currently still in the process of partnership for plasma plantations, it is known that there is land ownership represented by women farmers. This proves that the company provides opportunities for women to become members of the plasma assisted by the company.

4.6.4

The land compensation process in the company area has been carried out in the early days of plantation clearing. Documents related to land compensation are kept at the General Manager Office and partially archived at the Plantation Unit Office. According to the available recorded evidence, it is known that the land compensation process was last carried out in 2012.

The auditor conducted an interview with the previous owner's representative on behalf of Puragi, Sumano, Benawa, Kais and Ikana Village, and the information contained no negative issues related to the land compensation process. The head of the hamlet also confirmed that there was no problem with the land compensation process by the company to his community.

That recorded evidence of land compensation is accompanied by a negotiation process, land documentation, proof of payment and also a map of the location of the area signed by both parties.

Status: Comply

4.7

Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated

<p>for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>	
<p>4.7.1 The procedure for compensation for the purchase of land is also contained in the procedure of Relinquishment of Customary Rights, document No. SOP-Leg-03 dated 1 June 2013. The procedure also explains the identification, calculation and compensation for the loss of legal rights and traditional rights for each landowner who is entitled to be compensated.</p>	
<p>4.7.2 The procedure also explains that the payment of compensation is fair without harming one party. Based on that procedure verification, that during the compensation process for growing plantings for community arable areas, the company carried out a mechanism of negotiation without coercion, joint measurement, deliberation on price fixing involving the relevant agencies and payments to the direct owner or a designated group representative. The procedure has implemented FPIC principles, where the compensation process will not be carried out without the agreement of both parties. In the records held by the company, the land originates from customary lands as described in the previous assessment, namely Tua Marga and members.</p>	
<p>4.7.3 The company can show recapitulation of previous landowners who have been compensated. Compensation is only made for the area within HGU areas owned by the company and was completed. The certificate holder has no expansion area for new planting area (no compensation for area outside HGU).</p> <p>Based on public consultation with village representatives from Puragi, Sumano, Benawa, Kais and Ikana Village, the communities that have lost access and rights to land also provided opportunities to benefit from plantation development such as benefit in the form of CSR program, such as become employee in the company.</p>	
	<p>Status: Comply</p>
<p>4.8 The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>	
<p>4.8.1, 4.8.2, 4.8.3 & 4.8.4 Currently there is no land dispute in the company's operational area. The company has carried out the land clearing process based on the requirements of the 2010 NPP which was carried out in 2014. All of the company's operational land rights refer to the HGU certificates for each entity. Regarding land acquisition, the FPIC system has also been referred to as described in indicator 4.4.1, which has been known and agreed upon by all affected parties.</p> <p>For now, based on public consultation with surrounding communities (Puragi, Sumano, Benawa, Kais and Ikana Village), there's no land conflict.</p>	
	<p>Status: Comply</p>
<p>PRINCIPLE #5 SUPPORT SMALLHOLDER INCLUSION</p>	
<p>5.1 The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.</p>	
<p>5.1.1 5.1.2 & 5.1.3 Currently the company does not receive FFB from independent smallholders or scheme smallholders. Regarding the smallholder scheme of the Sukka Mandiri Producer Cooperative, currently, it is still waiting for the approval process from the Governor of Papua Barat, as the basis for the cooperation agreement between the cooperative and the company in the future. For future payments, the company already has an MOU dated 22 November 2021 between PT PMP and the Plantation Cooperative namely <i>Koperasi Produsen Sukka Mandiri Bersama</i> and MoU dated 21 September 2022 between PT PPM and <i>Koperasi Produsen Maju Bersama Sejahtera</i>, where it is informed that the first payment of FFB will refer to the first harvest in 2019 using the specified FFB price from Plantation Agency on that date.</p>	

5.1.4 & 5.1.5

The company can show the cooperation / MOU for Plasma Development between the company, here's the detail of early agreement for each cooperation:

- MoU dated 21 September 2022 between PT PPM and Koperasi *Produsen Maju Bersama Sejahtera*. The document informs 203 farmers with a total plasma area of 543.06 ha.
- MoU dated 10 Agustus 2022 between PT PMP and Koperasi *Produsen Sukka Mandiri Bersama*. The document informs 203 farmers with a total plasma area of 902.20 ha.

For now, the plasma formation process is still waiting for the approval of prospective farmers by the Governor of Papua Barat as the basis for a future cooperation agreement between the company and the cooperative. The plantation office has carried out field visits as a physical assessment of plasma plantations on 22 September 2022 at the Maju Bersama Sejahtera Plantation Cooperative and on 13 August 2022 at the Sukka Mandiri Joint Plantation Cooperative by the Department of Agriculture and Plantation of Maybrat and Sorong Selatan Regencies. From the results of the assessment, the agency gave a score of A (>80) for each candidate for plasma land.

5.1.6

Currently, the company does not have a third party FFB supplier, regarding payments, the auditors verify the payment of the CPO carrier contractor. For the payment process, the certificate holder pays via money transfer to the contractor account. Based on interviews with representatives of PT Wira Hari Jaya, there were no negative issues related to payment. The company has also shown proof of FFB payment to the seller for the period October 2022 in 21 October 2022, which is accompanied by proof of transfer along with the selling price which has been signed by both parties. There are no issues related to late payments, the supplier's why the price has been known transparently and there is no indication of harm to the supplier.

5.1.7

The company had one weighbridges on Palm Oil Mill, the weighbridge in good condition and functional. In addition, the certification unit showing certificate test result on Calibration record Number 510.3-UPTD/073/VIII/2022 dated 28 July 2022 with a validity period until July 2023 for weighbridges type ZM 305 Tronix with serial number 180350085 from the Department of Commerce and Industry of Manokwari District.

For both calibration record, the third party stated the test results, "Legally on 2022 according to the law of Republic Indonesia No. 2 of 1981 concerning Legal Metrology". With the calibration evidence, the company has shown evidence that the weighing equipment used to weigh FFB from outsiders is minus indications of fraud.

5.1.8

Based on the results of interviews with the representative Puragi, Sumano, Benawa, Kais and Ikana Village, which is an scheme smallholder Cooperative that supplies FFB to the company, it is known that the smallholder scheme of the Sukka Mandiri Producer Cooperative, currently, it is still waiting for the approval process from the Governor of Papua Barat, as the basis for the cooperation agreement between the cooperative and the company in the future. For future payments, the company already has an MOU dated 22 November 2021 between PT PMP and the Plantation Cooperative namely Koperasi Producers Sukka Mandiri Bersama, where it is informed that the first payment of FFB will refer to the first harvest in 2019 using the specified FFB price from Plantation Agency on that date.

5.1.9.

The mechanism of grievance its accordance with the group plantation of ANJ holdings, which can be accessed on the page <http://Hazardous Waste Warehouse://anj-group.com/en/grievance-mechanism>. ANJ takes guidance from the RSPO in developing a protocol to facilitate communication of a complaint or grievance, stakeholders concerns or a suggestion. The protocol ensures public access to a transparent process to raise grievances and to allow grievances to be dealt with fairly and in a timely manner. The protocol serves as an internal guide to review, address and monitor the outcome of any grievance. The protocol ensures that outcomes of the process are appropriately disclosed to relevant parties.

	Status: Comply	
5.2		
The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.		
5.2.1; 5.2.2; 5.2.3; 5.2.4; 5.2.5		
<p>Based on the results of public consultations with surrounding communities, such as Puragi, Sumano, Benawa, Kais and Ikana, the company has contributed to the advancement of the welfare of the surrounding community by establishing a plasma plantation (scheme smallholder) program. The community has also acknowledged that they already had MoU related plasma plantations development. Related to the development of plasma plantations which are currently still in the process of approval process from the Governor of Papua Barat.</p> <p>Based on the results of public consultations with community representatives, it is also known that the community is not yet interested in carrying out oil palm cultivation activities on their land.</p> <p>The company also has a progress report on the progress of the smallholders support program which is included in the annual sustainability report. One of them is contained in the 2021 Sustainability Report which can be accessed publicly at htHazardous Waste Warehouse://anj-group.com.</p>		
	Status: Comply	
PRINCIPLE #6 RESPECT WORKERS' RIGHTS AND CONDITIONS		
6.1		
Any form of discrimination is prohibited.		
6.1.1 – 6.1.3		
<p>The company has ANJ's sustainability policy which was stipulated by the Board of Directors on October 31, 2019 in point 2.A.1 which states that the company is committed to GCG and practices equal opportunities, regardless of gender in the provision of jobs, wages, bonuses and promotions without discrimination in all forms.</p> <p>ANJ's sustainability policy has also been disseminated to employees, for example on 4 February 2022 at division 1 Kasuari Estate with 60 participants and to other stakeholders such as contractors and the surrounding community which was carried out on 11 June 2022 with 9 participants.</p> <p>The company also shows open job vacancy announcements, for example on January 18, 2022 for the positions of excavator operators, mechanics, electrical and others. In this vacancy there are no working conditions that indicate discrimination against certain groups.</p> <p>Based on the verification of employment documents, it can be concluded that the company does not discriminate and treats all workers equally, as shown for example as follows:</p> <ul style="list-style-type: none"> • Composition of workers consisting of various ethnicities, religions, genders and origins of workers. Apart from the local community, the existing workforce also comes from several regions such as Jawa, Sumatra, Kalimantan and Nusa Tenggara. • Recruitment of workforce based on the results of selection, performance appraisal, capability, medical eligibility and workforce expertise, for example hiring a heavy equipment helper employee with the initials FHW who has participated in the recruitment process from 15 August 2022 until the signing of the permanent worker employee candidate on 11 October 2022 with contract number 396/HR-PKWT/PPM/X/2022. • Placement and training of workers is carried out in accordance with the skills/type of work and socialization is carried out for each worker periodically, for example that was carried out on April 3, 2022 at Metamani Estate with a socialization agenda namely the prohibition of hiring children, company code of ethics, complaint mechanism, etc. • Female workers are given the same rights, wages and opportunities to get promotions as male workers who have the same type of work, for example female workers with staff status in the sustainability department. 		

Based on interviews with workers (harvesters, sprayers, and factory operators) during field visits in each unit, interviews with Bipartite Cooperation Institutes representatives and representatives of the gender committee, it was stated that there was no act of discrimination based on religion, ethnicity, gender and regional origin in the process. job acceptance.

This explanation can conclude that the company has treated all workers equally without discrimination based on gender, ethnicity, religion, health condition or other.

6.1.4

The certification unit does not carry out pregnancy tests as a discriminatory act in recruitment activities. With a non-discrimination policy approved by the company leadership, every recruitment activity that is carried out is only in the form of regular medical checks to ensure workers are in good health.

Pregnancy checks/tests are only carried out to ensure that female workers who work with chemicals are not pregnant/breastfeeding while doing their work. In addition, if a pregnant woman worker is found, the company will shift her work to a job that is not contaminated with chemicals.

6.1.5

The company already has a gender committee at PT PPM and PT PMP which consists of builder, chairmen, vice chairmen, women's empowerment & self-development, women's protection, prevention & handling of sexual harassment issues, public relations, administration & finance and members which also consists of men and women. The gender committee also has work programs, for example:

- Dissemination of policies related to gender equality and complaint mechanisms.
- Monitoring complaints related to gender equality.
- Monthly gender committee meeting
- Social service

The company also demonstrated the realization of the program, for example the dissemination of policies related to gender equality and the complaint mechanism on 27 August 2022 which was carried out at PT PMP with 20 participants. Based on interviews with representatives of the gender committee, it was stated that there had been no complaints regarding issues of harassment and violence in the last 2 years.

6.1.6

The company shows Internal memorandum from HR Director No. 002/ANJ/HRCM/IM/I/2022 issued on January 26, 2022 regarding the implementation of a minimum wage for non-staff/NS-A employees of IDR 3,200,000 and monthly service allowances from >1 – 5 years of IDR 5,000 , >5 – 10 years IDR 7,500, >10 – 15 years IDR 10,000, >15 – 20 years IDR 12,500 and >20 years IDR 15,000.

The company has a set employee level listed in the internal memorandum No. 011/ANJT-HRCM/IN/IV/2019 regarding the position structure of non-staff employees which explains the classification of employees with non-staff employee status consisting of NS-A, NS-B, NS-C and NS-D.

Based on the verification of workers' wages, the following results are obtained, for example:

- Sorting helpers at the Mill with the initials FGO and YK with the NS-A class, it is known that the company has given the same wage for the same scope of work, namely IDR 3,200,000.
- Harvest employees in PT PMP Division 6 with the initials S and II with class NS-A, it is known that the company has provided the same wages for the same scope of work, namely IDR 3,200,000.

Status: Comply

6.2

Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).

6.2.1 and 6.2.3

The company shows the Company Regulations that have been ratified through the Decree of the Director General for the Development of Industrial Relations and Social Security for Workers No. 983/PHIJSK-PK/PP/VIII/2020 dated 24 August 2020 which has also carried out the renewal process for the 2022-2024 period by registering online in the company regulations / collective labor agreement application of the Ministry of Manpower on 13 October 2022. In the Company Regulations, chapter III – VIII explains about employment, among others, as follows:

- Prospective employees are over 18 years of age and have participated in the selection process.
- The company's working time consists of 2 types of working time, namely by working 8 hours per day or 5 working days a week for regional operations in Sorong and 7 hours per day or 6 working days a week for operations in units, where the total working hours is 40 hours a week. a week.
- Wages specifying wages that may not be lower than the minimum wage set by the government every year, the provision of rice allowances to all workers according to the calculations, and other explanations.

In addition, the company also sets a minimum wage for employees that refers to:

- Governor of Papua Barat Decree No. 561/244/11/2021 issued on November 19, 2021 concerning the determination of the minimum wage for Papua Barat province in 2022 of IDR 3,200,000.
- Internal memorandum from HR Director No. 002/ANJ/HRCM/IM/I/2022 issued on January 26, 2022 regarding the implementation of a minimum wage for non-staff/NS-A employees of IDR 3,200,000 and monthly service allowances from >1 – 5 years of IDR 5,000 , >5 – 10 years IDR 7,500, >10 – 15 years IDR 10,000, >15 – 20 years IDR 12,500 and >20 years IDR 15,000.
- Internal memorandum No.013/GM/PMP-PPM/IX/2022 dated 20 September 2022 concerning additional harvest incentives with the stipulation that incentives if harvesters get results after the base and get 200 kg of IDR 15,000, 300 kg of IDR 30,000, 400 kg of IDR 45,000, 500 kg of IDR 60,000 and > 500 kg of IDR 75,000.

In addition, the company also shows permanent worker agreement with the initials FHW with No. 396/HARI-PKWTT/PPM/X/2022 which was signed on October 11, 2022 which states that the second party (in this case the worker) is given a probationary period of 3 (three) months from the start of the work agreement. The agreement also explains several working conditions, rights and obligations of workers and others. From the results of interviews with workers and workers' representatives through Bipartite cooperation, it is known that the company has provided workers with a copy of the agreement and socialization regarding company regulations to workers.

As evidence that the company has properly implemented the established wage system and refers to the applicable laws and regulations, evidence of employee wages in October 2022 is shown as follows:

- Salary slip for division 5 harvesters with the initials MEN who get a basic wage of IDR 3,200.00 and other wages such as a harvest premium of IDR 1,044,931, Social Security Agency, and the total net income for that month is Rp. 6,107,607.
- Salary slip for division 6 harvesters with the initials FTB who get a basic wage of IDR 3,200.00 and other wages such as a harvest premium of IDR 635,430, Social Security Agency, and the total net income for that month is IDR 4,101,000.

In addition, the company shows the Decree of the Board of Directors No. 01/BOD/ANJ/GEN/2020 issued on December 30 2019 concerning the independent flexi leave policy for employees who are located in Papua Barat, including the following:

LEVEL	ANNUAL LEAVE	LEAVE ON TRAVEL
Staff level employees and above	40 Working days / year	6 Working days / year
NS-B to NS-D level employees	40 Working days / year	6 Working days / year
NS-A level employees	20 Working days / year	2 Working days / year

The company also shows documents granting leave to workers as follows:

- An employee annual leave application form with the initials JS who applies for 13 days of leave from September 15, 2022 with a total remaining 25 days of leave entitlements. The application was submitted on 9 September 2022 and was approved by the Estate Manager on 11 September 2022.

- An employee annual leave application form with the initials FTA requesting 4 days of leave from 27 October 2022 with a total of 5 days remaining leave entitlement. The application was submitted on 20 October 2022 and was approved by the Estate Manager on 22 October 2022.

6.2.2

The company has a set employee level listed in the internal memorandum No. 011/ANJT-HRCM/IN/IV/2019 regarding the position structure of non-staff employees which explains the classification of employees with non-staff employee status consisting of NS-A, NS-B, NS-C and NS-D. Based on the payroll verification for September and October 2022, it was found that the payment of workers' wages was guided by the minimum wage for the province of Papua Barat and there were differences in wages at each level. According to PP No. 36 of 2021 in article 21 paragraph 1, namely companies are required to compile and implement a wage structure and scale.

Based on this, the company has the opportunity to determine the structure and scale of wages at each employee level. (OFI)

6.2.4

The company has a list of employee welfare infrastructure facilities updated for October 2022, where there are worker housing facilities, religious facilities (houses of worship), sports facilities, health facilities in the form of clinics, clean water facilities, electricity facilities in the form of generators, Day Care and others. Currently, all welfare facilities provided in general are in proper condition and can be used by workers and their families.

The company also has a program for the development of workers' welfare facilities and infrastructure which is listed in the construction implementation documents approved by the Head of Engineering. The document describes the monitoring and improvement plan for welfare facilities, for example in 2022 it is planned to build 5 units of G10 housing.

Based on the results of field observations in the housing area in division 4 and division 6 Metamani Estate, it was found that the welfare facilities provided were in proper/good condition, the worker's house consisted of 2 bedrooms, 1 bathroom and kitchen, clean water was provided every day, electricity provided by the company, religious facilities in the form of prayer rooms and churches, and other facilities. First aid clinics are available as worker health facilities that can be accessed by workers and their families. This is supported by the results of interviews with housing residents who stated that the housing facilities provided are in decent condition and so far if there are complaints from workers regarding housing facilities, the company will respond and make repairs as soon as possible.

In accordance with the description above, it can be concluded that the company already has facilities and infrastructure for the welfare of workers in proper conditions and accessible to workers and their families.

6.2.5

Unit certification has made it easier for workers and their families to obtain food sources by providing employee cooperatives in each unit that sell workers' daily needs. In addition, the company also provides transportation in the form of long boats for employees who want to find their needs outside the company area.

6.2.6

The company applies wages based on the Decree of the Governor of Papua Barat No. 561/244/11/2021 which stipulates the minimum wage for Papua Barat Province which is also the setting for wages in each district, namely IDR 3,200,000. The company also shows Internal Memo No. 002/ANJ/HRCM/IM/I/2022 dated 26 January 2022 regarding the implementation of the minimum wage for non-staff employees in 2022 which explains that the wage for NS-A employees is IDR 3,200,000 / month.

Regarding the DLW (decent living wage), the company has assessed the wages paid in accordance with the minimum wage and has also assessed the in kind benefits provided, which include the cost of housing, water, electricity for homes, health facilities, schools for children-children of workers, namely IDR 2,699,274 (excluding wages), then it is found that the total prevailing wage per month is IDR 5,899,274.

Based on the explanation above, it can be concluded that the certification unit has a Decent Living Wage calculation based on the applicable wage and in kind benefits provided by the company.

6.2.7

The company has identified permanent jobs, namely harvest work and Mill work. Based on the employee list document for the October 2022 period, there were a total of 750 employees at PT PPM and 860 employees at PT PMP with Fixed Period Working Agreement and permanent worker status. The company employs employees with Fixed Period Working Agreement status for non-permanent jobs such as transport clerks and mechanical helpers. For permanent jobs such as harvesting, the company uses employees with permanent worker status with probation for 3 months, for example as shown in the Fixed Period Working work agreement letter with the initials EPD (harvest worker) with No. 203/HARI-PKWTT/PMP/VII/2022 which was signed on June 14, 2022 which stated that the second party (in this case the worker) was given a probationary period of 3 (three) months from the start of the work agreement.

Status: Comply

6.3

The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.

6.3.1 and 6.3.3

The company already has ANJ's Sustainability Policy which was passed on October 31, 2019 which explains its commitment to comply with all applicable legal provisions for the implementation of harmonious industrial relations (one of which is by freeing its workers to organize). ANJ's sustainability policy has also been disseminated to employees, for example on April 3, 2022 in division 6 of Metamani Estate with 44 participants.

At this time the company did not have a workers' union, so the company formed a Bipartite Cooperation Institutes as a forum for workers to express their aspirations and complaints related to the current employment system. Based on interviews with bipartite representatives, it was stated that this was because workers still did not wish to form a trade union.

Bipartite Cooperation Institutes has also been registered with the Office of Manpower and Transmigration of Sorong Selatan District which is listed in decree No. 900/KEP 89/X/2022 on October 25, 2022 concerning the establishment of the composition and membership and the determination of the evidence number of the bipartite cooperation institution, namely:

- PT PMP with registration number LKS-B/02/Disnakertrans/X/2022 with a total of 28 management members consisting of workers' representatives and company management.
- PT PPM with registration number LKS-B/17/Disnakertrans/VI/2022 with a total of 24 management members consisting of workers' representatives and company management.

In establishing a Bipartite Cooperation Institutes, the company does it by deliberation and together with workers to determine the personnel who will become administrators for 2 years each period.

6.3.2

Bipartite Cooperation Institutes meetings are held regularly every month. The company shows several records of Bipartite Cooperation Institutes meetings, for example:

PT PPM

- Bipartite Cooperation Institutes meeting on 30 August 2022 which was attended by 28 participants. The meeting discussed several agendas such as the mechanism for taking leave and additional access to the workshop entrance. From the results of the meeting it was agreed that socialization would be carried out again regarding the mechanism for taking leave and it had not been realized that additional access to the workshop was feared for security because it would make it easier for other people to enter the workshop area.

- Bipartite Cooperation Institutes meeting on 26 September 2022 which was attended by 26 participants. The meeting discussed several agendas such as repairs to the C3 barracks floor and a catwalk in the Hexagon housing complex. From the results of the meeting it was agreed that it would be programmed for improvement.

PT PMP

- Bipartite Cooperation Institutes meeting on 26 September 2022 which was attended by 24 participants. The meeting discussed the small stock of cooperative goods and requests for damaged employee beds. The result is a plan to procure beds for employees and cooperative management to coordinate with SCM for the procurement of goods so that they are not late.
- Bipartite Cooperation Institutes meeting on 27 August 2022 which was attended by 22 participants. The meeting discussed the amendment to company regulations that had expired. The result is that a meeting will be planned to discuss company regulations for the period 2022 - 2024.

Status: Comply

6.4

Children are not employed or exploited.

6.4.1 – 6.4.4

The company has ANJ's sustainability policy which was stipulated by the Board of Directors on 31 October 2019 in point 2.A.3 which states that the company is committed to prohibiting child labor, trafficked labor and forced labor in all of the company's business operations. ANJ's sustainability policy has also been disseminated to employees, for example on 4 February 2022 at division 1 Kasuari Estate with 60 participants and to other stakeholders such as contractors and the surrounding community which was carried out on 11 June 2022 with 9 participants.

Based on field visits and interviews with workers at PT Putera Manunggal Perkasa and PT Permata Putera Mandiri, it is known that the minimum age for work is 18 years and there are no workers below the minimum age. This is supported by new employee acceptance documents that also require a photocopy of id card.

In addition, the company also cooperates with third parties whose clauses in their work agreements also include a prohibition on child labor, for example the cooperation agreement with the EFB application transport contractor with agreement no. PT.PMP-SPKB/LOKAL/DIV-D/IV/2022 and road repair with agreement No. PT. PPM-SPKBL DIVISION B/IV/2022, it is known that in article 4 of the agreement it is stated that the contractor in completing his work is not allowed to employ underage children (under 18 years) and bring children into the work environment.

Based on this, it can be concluded that the company has a policy on child protection, including the prohibition of child labor, which is well documented and known by all workers.

Status: Comply

6.5

There is no harassment or abuse in the workplace, and reproductive rights are protected.

6.5.1 – 6.5.3

The company has ANJ's sustainability policy which was stipulated by the Board of Directors on 31 October 2019 at point 2.A.2 which states that the company will not tolerate any form of violence, harassment and sexual exploitation at the company's operational sites and workplaces. ANJ's sustainability policy has also been disseminated to employees, for example on April 3 2022 at division 6 Metamani Estate with 44 participants and to other stakeholders such as contractors and the surrounding community which was carried out on October 8 2022 with 10 participants.

Based on interviews with workers and representatives of the gender committee, it was stated that in the last 2 years there have been no reports of sexual harassment and violence and all other forms. In addition, the company also gives the right to rest for women workers who are about to give birth or have a miscarriage with payment of full wages. The company provides the right to rest for female workers who are about to give birth for 3 months, while the right to rest when female workers experience a miscarriage is for 1 ½ (one and a half) months and the right to rest during menstruation is 2 days.

The company also shows documents granting leave to female workers, for example those listed on the application form for menstruation leave for workers with the initials RJ who apply for 2 days leave from 9 July 2022. The application was submitted on 9 July 2022 and was approved by the Assistant.

6.5.4.

The company shows the Company Regulations that have been ratified through the Decree of the Director General for the Development of Industrial Relations and Social Security for Workers No. 983/PHIJSK-PK/PP/VIII/2020 dated 24 August 2020 which has also carried out the renewal process for the 2022-2024 period by registering online in the company regulations / collective labor agreement application of the Ministry of Manpower on 13 October 2022. In the company regulation, Article 52 includes Procedures for Settlement of Complaints with the following details:

- First Level: At this level, employees with an interest are required to express their complaints verbally or in writing to their direct superiors who are obliged to receive and handle these complaints. If within 14 working days it turns out that the complaint does not get a resolution, then the complaint in question is forwarded to the second level of examination from the authorized company representative or representatives. Written complaints must be responded to/answered in writing as well.
- Second Level: Completion at this second level must be submitted to a higher superior, namely the manager or director of the company, either directly or in writing. If this second level inspection within 7 working days does not bring a resolution, then the complaint is forwarded to the third level inspection within the scope of the company.
- Third Level: Complaint resolution at the third and final level within the Company is submitted by the employee concerned to the Company's Main Director. If within 7 working days it turns out that even this inspection has not led to a resolution, then one of the workers concerned or the company can submit the matter to the local Office of Manpower and Transmigration to ask for assistance in solving it.
- In accordance with the intent contained in the procedure for resolving complaints as stipulated above, while the settlement process is still ongoing, each employee agrees and binds himself not to carry out activities in any form that may interfere with the Company's activities/operations.

The mechanism aims to accommodate complaints and complaints from internal and external and the company also guarantees the confidentiality of the identity of the reporter and the disclosure of disgrace or incident (whistleblower).

The results of interviews with harvest and spray workers in divisions 4 and 6 of Estate Metamani, it is known that the complaint mechanism has been submitted periodically to all employees. Every employee complaint is also well responded to by the management unit. Based on this description it can be concluded that the company already has complaints documents and worker complaints.

Status: Comply

6.6

No forms of forced or trafficked labour are used.

6.6.1 – 6.6.2

The company has ANJ's sustainability policy which was stipulated by the Board of Directors on 31 October 2019 in point 2.A.3 which states that the company is committed to prohibiting child labor, trafficked labor and forced labor in all of the company's business operations. ANJ's sustainability policy has also been disseminated to employees, for example on April 3 2022 at division 6 Metamani Estate with 44 participants and to other stakeholders such as contractors and the surrounding community which was carried out on October 8 2022 with 10 participants.

Based on the list of company employees, there were no migrant workers found working in the company's operational areas. All workers come from within one country (albeit from different regions). In addition, each worker signs a clear work agreement which contains the rights and obligations of the worker. They also carry out the recruitment process at the company and in accordance with the applicable employee acceptance procedures.

Based on the results of interviews with estate and mill workers, it was stated that there was no identity detention, payment of recruitment fees, replacement of contracts, forced overtime, no workers' freedom to resign and sanctions of termination of employment, etc.

Status: Comply

6.7

The unit of certification ensures that the working environment under its control is safe and without undue risk to health.

6.7.1

PT. PMP already has OHS Committee Decree No. 560/112/DISNAKERTRAN/VIII/2021 which was approved by the Head of the Sorong Selatan District on June 22nd, 2020 with the latest revised OHS Committee structure on July 1st, 2022 regarding the OHS Committee composition of PT. Putera Manunggal Perkasa with the Chairman of OHS Committee is GM PT. PPM and PT. PMP and OHS Committee Secretary on behalf of Sopiyan Pamuji are EHS staff who already have the Republic of Indonesia Minister of Manpower Decree No. 5/473/AS.01.03/II/2022 regarding the appointment of OHS Expert dated February 07th, 2022 which is valid until February 06th, 2025. OHS Expert training certificate dated July 16th, 2014 with OHS expert authorization card No. 14717/PK3/AJ/31/2022/P1 which is valid until February 07th, 2025.

PT. PPM already has OHS Committee Decree No. 560/15/DISNAKERTRAN/VI/2020 which was approved by the Head of the Sorong Selatan District dated June 22nd, 2020 regarding the OHS Committee composition of PT. Permata Putera Mandiri with the Chairman of OHS Committee is GM PT. PPM and PT. PMP and OHS COMMITTEE Secretary on behalf of Suharsono are EHS staff who already have the Decree of the Minister of Manpower of the Republic of Indonesia No. 5/4097/AS.02.04/IV/2021 concerning the appointment of OHS Expert dated April 22nd, 2021 which is valid until April 21st, 2024. OHS Expert training certificate No. 05/4456/AS.02.04/IV/2021 dated April 22nd, 2021 with OHS expert authorization card No. 97551/PK3/AJ/31/2021/P0 which is valid until April 22nd, 2024.

The company has held regular meetings between OHS Committee management and employees which are held every month. For example, in the OHS Committee report for quarter III 2022, there are regular monthly meetings, including a meeting on October 1st, 2022 which was attended by all staff, medical assistants and the Estate Head of 32 people. The meeting discussed a number of things, including many motorbike riders not using SNI standard helmets while driving and an update on work accidents for September 2022

Based on the description above, it is known that the company already has a person in charge of OHS affairs, the availability of records of periodic meetings between the person in charge and the workers. The meeting discussed all parties' issues related to health, safety and welfare, and recorded any issues that emerged

6.7.2

The SOP has covered all major potential emergencies, such as fires, chemical spills, and potential special natural disasters, such as earthquakes. The company has emergency response procedures and work accidents in several policies including:

- Emergency Management Policy Manual No. MAN-SEHS-002 SOP which was approved by the Main Director on November 1, 2018 includes the basic principles of emergency management, ethical principles, general guidelines for managing emergencies, emergency management organizations, and emergency response control teams.
- Emergency Action Plan No. IK-19-EHS-PMP which was approved by GM on August 25th, 2022, among others related to safety provisions and measures
- Emergency Response Team Work Instructions No. IK-02-EHS-PMP was approved by GM on August 25th, 2022, including related procedures and emergency documentation.
- The company has 13 first aid workers at PT. PMP and 2 first aid workers at PT. PPM who have attended training on occupational safety and health (K3) coaching in the field of First Aid for Accidents at Work on April 3rd -5th, 2021, including certificate no 5/9172/AS.02.02/IV/2021 and certificate no 5/9173 /AS.02.02/IV/2021. The work accident records are found in OHS monitoring, evaluated during monthly OHS Committee meetings, recorded and reported every 3 months to the Sorong Selatan District Manpower and Transmigration Office and Papua Barat Province Manpower and Transmigration Office.

Instructions regarding emergency procedures were clearly understood by all of these things, among others proven by the results of the hydrant simulation at the PT. PMP POM. The company also makes evacuation routes located at factories and estates offices to the assembly point

The company has a policy regarding one of the emergency response equipment, including the use of First Aid No. IM-01-EHS/PPM-VIII/2022 which was approved by GM PT. PMP and PT. PPM on August 5th, 2022 which recommends a

minimum of 9 items of mobile first aid equipment and given to the foreman of at least two people per division who have attended first aid training by company doctors or certification bodies related to first aid. The last first aid training was held on March 15, 2022 which was attended by 26 factory and plantation employees. First aid kits are sufficiently available and checked monthly. Based on the results of field observations, it was found that only the Foreman 1 and the Harvest Foreman had received internal training from the Company Doctor regarding the use of first aid, but for foremen and other first aid workers they were still in the process of being trained in the use of first aid equipment. The company has the opportunity to be consistent in conducting First Aid training for all supervisors in the field according to a predetermined program. **OFI**

Based on the description above, it shows that the company has emergency response procedures and work accidents that are clearly understood by all workers, there are workers in the field who have attended First Aid Training and records of all work accidents are kept and reviewed periodically

6.7.3

PT. PMP and PT. PPM has procedures related to PPE, including:

- Procedure No. SOP-EHS-PPM/003 entitled SOP for Personal Protective Equipment (PPE) that the purpose of this procedure is to provide protection to employees and other people in the workplace against accidents and occupational diseases and ensure the suitability of the use of appropriate PPE according to the type of work, a place to work, and meet the standards
- Internal Memo No. 01/PPM-EHS/IM/II/2021 which was ratified by GM on February 08th, 2021 regarding the period of use and types of personal protective equipment according to the work area, that damaged employee Personal Protective Equipment will be replaced according to the set period of use and if PPE damaged due to a work accident and has not entered the replacement period, the employee must make a report on the damage to PPE which is signed by their respective superiors and must bring evidence of the damaged PPE to the EHS department.

Based on observations in the pesticide warehouse, there is a Safety Data Sheet which is understood by the Warehouse staff. In the rinse house, it is known that wastewater flows into a holding tank and there is no potential for contamination of soil and water.

The Document of Aspect Hazard Identification, Assessment and Control of Environmental K3 Impact Risks regulates PPE standards as follows:

- Harvest Employee: Standard helmet and high boots
- Herbicide spray employees: Apron, Chemist Goggles, Rubber Gloves, Mask and Boots

The PPE is given to workers free of charge and replaced if it is damaged. The company shows operational records in Division F Cenderawasih Estate for the period November 2022, including:

- Monthly work plan for Palm Oil Harvesting in Block E20 covering an area of 46.05 Ha with 3 rotations of 109 work days.
- Monthly work plan Weeding Chemist Work in Block E20 covering an area of 23.03 Ha with 1 rotation of 23 work days using chemical pesticides Supremo 7 Lt, Triester 6 Lt and Agristik 1 Lt.
- Monthly work plan for Cycle Chemist in Block E20 covering an area of 46.05 Ha with 1 rotation of 69 work days using pesticides Supremo 14 Lt, Triester 12 Lt and Agristik 3 Lt.
- Daily work plan dated November 8, 2022, Oil Palm Harvesting in Blocks E20 and E21 with 15 work days and Circle Chemist in Block E20 with 8 work days
- Foreman's Daily Report dated November 8, 2022. The results of the work of harvesting oil palm in Blocks E20 and E21 are 14 work days with the yield of 2,122 Janjang and 380 Kg of loose fruit and the results of the Chemist Cycle Work in Block E20 covering an area of 23 ha with 8 work days using Supremo pesticide as much as 6.9 Lt and Triester 5.75 Lt.
- The receipt for the issuance of goods on November 2nd, 2022, Supremo pesticides 14 Lt and Agristik 3 Lt for cycle spraying activities in Block E20 Division F Cenderawasih Estate.

From the data above, it is known that spray and harvest work are carried out at the same time and work location. Based on field observations, it is known that the harvest workers at the location use PPE according to harvesting activities without considering the existence of spraying activities at that location. Management representatives stated that this was due to job rotation in the same month in accordance with Monthly work plan and lack of understanding of supervision in the field on occupational diseases.

Based on the above, it shows that the Company has not been able to show sufficient evidence that workers use Personal Protective Equipment (PPE) in accordance with hazard identification and risk analysis, especially related to two activities with different risk analyzes as protection in all operations that have potential hazards, such as pesticide application. and harvest. **NCR. No. 2022.02 with Major Category.**

6.7.4

The company shows the Company Regulations that have been ratified through the Decree of the Director General for the Development of Industrial Relations and Social Security for Workers No. 983/PHIJSK-PK/PP/VIII/2020 dated 24 August 2020 which has also carried out the renewal process for the 2022-2024 period by registering online in the company regulations / collective labor agreement application of the Ministry of Manpower on 13 October 2022. In company regulations in Chapter IX Article 32 explains that companies are required to enroll all of their employees in the health insurance, work accident, death security, old-age security, and pension security programs at the Employment and Health Social Security Administration Agency in accordance with applicable regulations.

Based on a review of the employee list document for October 2022 and proof of payment for Social Security Agency of Health and Social Security Agency of Employment for the same period, it is known that companies have registered and paid all their workers in the Social Security Agency of Health and Social Security Agency of Employment programs, which consist of work accident insurance, death benefits, Old Age Guarantee and Pension Guarantee via Bank Transfer, with proof of payment, for example:

PT PPM

- Proof of Social Security Agency of employment payment for the September 2022 period which has been paid for a total of 739 workers on October 12, 2022 via bank transfer and 11 people are in progress.
- Proof of Social Security Agency of health payment for the October 2022 period which has been paid for as many as 743 workers on October 12, 2022 via bank transfer and 7 people are in the process of processing.

PT PMP

- Proof of Social Security Agency of employment payment for the September 2022 period which has been paid for a total of 739 workers on November 2, 2022 via bank transfer and 68 people are in progress due to new employees.
- Proof of Social Security Agency of health payment for the October 2022 period which was paid for a total of 620 workers on September 12 2022 via bank transfer and the rest of the workers are the husband's responsibility.

In addition, the company also records employee work accidents and follows up until the worker recovers. Based on this, the company has the opportunity to monitor every Social Security Agency compensation that will be claimed by employees. **(OFI)**

Based on the results of interviews with plantation and mill workers, it is known that the company has provided health insurance to workers and their dependents and employment guarantees to all workers.

Based on the foregoing, it can be concluded that the company already has a list of employees participating in the Employment and Health Social Security Administration Agency program along with proof of payment every month.

6.7.5

PT. PMP and PT. PPM shows the calculation table of Frequency Rate (FR) and Severity Rate (SR), including for PT. PMP POM period January to October 2022 uses LTA. In the LTA table there are data on the number of employees, the number of working days, the number of hours worked per day, the number of hours worked in 1 month, the number of hours worked by employees, the number of hours of overtime, the total hours worked, the number of work accidents that cause lost working days, the number of days lost work, frequency rate and severity rate. In the period of October 2022 PT. PMP POM has 67 employees, the total working hours from January to October 2022 is 174,902 hours and there are no work accidents that cause workdays to be lost, so the value of FR 0 means that employees are always at work because there have never been work accidents. In addition, there is an SR value of 0 which means that during the period January to October 2022 there is no loss of work time.

In addition, the company shows a work accident record using LTA in PT. PMP. The number of estate employees for the

period of October 2022 was 841 people, the total working hours from January to October 2022 was 1,975,944 hours and the number of working days lost was 0 days. The FR value in the plantation is 0, which means that in the period January to October 2022, employees are always at work because there have never been any work accidents. The company is very good at managing and identifying potential work accidents in the field so that there are no lost working days at PKS PT. PMP and PT. PMP.

Based on the description above, it shows that the company has recorded work accidents using the Lost Time Accident (LTA) format

6.7.3	Status: Nonconformance NC.2022.02 with Grade Minor.
-------	---

PRINCIPLE #7 PROTECT, CONSERVE AND ENHANCE ECOSYSTEMS AND THE ENVIRONMENT

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

7.1.1
The company has several Pest and Disease Control procedures, including Procedure No. SOP-AGR-20 concerning SOP for Integrated Pest Management which was approved by the Chief Executive Officer on April 1st, 2016. The procedure is structured to control the growth of pests and diseases that have crossed the economic threshold, including *UPDKS*, Tirathaba, rats, oryctes, and Ganoderma pests. The company conducts a *UPDKS* census every month. As for Tirathaba, Oryctes and Ganoderma, it is carried out once every 3 months and the last census is carried out in September 2022 with the results of attacks being categorized as mild so there is no special control

The company has an plant pests control plan that is realized every month, for example the census of plant pests rats in Block A51 in Division E Metamani Estate PT. PPM on June 18th, 2022 had attacks > 5.01% so Racumin was applied because the attack rate was quite high. After applying Racumin on June 30th, 2022, the attack decreased to 4%, so the Racumin application was stopped.

The company also prevents pest attacks using biological methods, including the development of *Turnera Subulata* and *Antigonon Leptopus*. Based on field observations there are *Turnera Subulata* plants in block D38 Division F Cenderawasih Estate, Block H23 Kasuari Estate, Block D15 Division A Gaina Estate

Based on the description above, it shows that the company already has an IPM plan, implements the IPM plan and monitors it so that the implementation of pest control is effective.

7.1.2
Based on document review, interviews with the Estate Manager, and field observations at Cenderawasih Estate, Kasuari Estate, Gaina Estate and Metamani Estate there were no invasive species used for plant pest control. The company controls pests and diseases using biological methods by developing Beneficial Plants *Turnera Subulata* and *Antigonon Leptopus*, these species are not invasive in Indonesia.

Based on the description above, it shows that the company does not use invasive species that are introduced according to applicable regulations

7.1.3
As explained in indicator 7.1.1 PT. PPM and PT. PMP does not use fire in controlling plant pests and diseases. The company carries out EWS by means of a pest and disease census in accordance with the rotation and the specified census subject. The company prioritizes controlling plant pests and diseases using biological methods, namely through the development of Beneficial Plant *Turnera Subulata* and *Antigonon Leptopus*.

Based on the description above, it shows that the company does not use fire in controlling plant pests and diseases

	Status: Comply
--	----------------

7.2**Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.****7.2.1**

PT. PMP and PT. PPM has procedures related to the use of pesticides in SOP for Weed Control No. SOP-AGR-17 was ratified by the Estate Director on December 16th, 2013. In the use of pesticides, not all areas were sprayed with pesticides, but the areas that were sprayed were discs, pasar pikul and collection point. To determine the need for spray volume per hectare, the company calibrates the spray equipment, nozzles, and road speed so that the dosage and volume of the spray solution is correct and not excessive. The company has determined the pesticides used for weed control, for example the active ingredient Glyphosate to control Imperata, broad and narrow leaf weeds, and the active ingredient Methyl Metsulfuron to control legume weeds, *keladi*, *pakis* and *Melastoma malabathricum*.

As for controlling pests and plant diseases, the company prioritizes biological methods, namely through the development of Beneficial Plants *Turnera Subulata* and *Antigonon Leptopus*.

Based on the description above, it shows that the company has justification for using pesticides and prioritizes selective application methods to deal with targeted pests, weeds or diseases

7.2.2

PT. PMP and PT. PPM has procedures for controlling weeds and plant pests and diseases selectively and prioritizing pest control using biological methods. The company can show a list of pesticides used and the LD50 of the active ingredients, the area of pesticide application and the number of pesticides used by the company. For example, the active ingredient is Isopropylamine Glyphosate 486 g/l with an LD50 (acute oral) 4,467 mg/kg body weight, LD50 (acute dermal) >7,500 mg/Kg body weight and WHO Class III.

In addition there is data on the use of pesticides such as in PT. PPM for an area of 4,246.14 Ha with FFB production of 36,948 tons:

- 3,172.74 Lt of Amiphosate, dose of 1.54 Lt/Ha, 0.74 Gr of Active Ingredients/Ha, 0.11 Gr of Active Ingredients/Ton of FFB
- Kenly as much as 208,472.61, a dose of 100.81 Gr/Ha, 20.16 Gr Active Ingredients/Ha, 0.12 Gr Active Ingredients/Tons of FFB
- Agriculture totaling 672.77 Lt, Dosage of 0.32 Lt/Ha, 0.13 Active Ingredients/Ha and 0.02 Gr of Active Ingredients/Tons of FFB
- Garlon totaling 2,029 Lt, Dosage of 0.97 Lt/Ha, 0.65 Gr of Active Ingredients/Ha and 0.09 Gr of Active Ingredients/Ton of FFB

Based on the description above, it shows that the company has a record of the use of pesticides including the active ingredients used and the LD50 of the active ingredients

7.2.3

As explained in indicator 7.2.1 that PT. PMP and PT. PPM prioritizes selective pesticide products and application methods. To determine the need for spray volume per hectare, the company calibrates the spray equipment, nozzles, and road speed so that the dosage and volume of the spray solution is correct and not excessive. To suppress weed growth, the company developed a *Mucuna Bracheteata* legume plant, according to field observations, the plant grows in blocks D14 and D15 Division A Gaina Estate.

As for controlling pests and plant diseases, the company prioritizes biological methods, namely through the development of Beneficial Plants *Turnera Subulata* and *Antigonon Leptopus*

The company shows the actual use of pesticides in 2020, 2021 and 2022 with a graph of the decline until 2022. For example, the use of pesticides at PT. PPM for the Garlon brand, the active ingredient Triclopyr Butoxy Ethyl Ester at Gaina Estate in 2020 was 896 Lt, in 2021 596 Lt and until October 2022 the use of Garlon was 516.5 Lt

In addition, there is data on the actual use of pesticides at PT. PMP in 2020, 2021 and 2022 with a graph of the decline until 2022. For example, the use of the Supremo brand pesticide, the active ingredient Glyphosate in 2020 was 9,678.73 Lt, in 2021 4,293.77 Lt and until October 2022 the use of Glyphosate was 3,369.05 Lt. The decrease in the use of glyphosate herbicides was partly due to the maintenance of rotation of chemist and circle chemist treatments, effective

field supervision and maintenance of *Mucuna Bracheteata* as one of the weed suppressing plants

Based on the description above, it shows that the company has minimized the use of pesticides according to the IPM plan

7.2.4

PT. PMP and PT. PPM has a plant pests control plan that is realized every month. In accordance with procedure No. SOP-AGR-20 concerning SOP for Integrated Pest Control that Plant Pest control must be in accordance with census results. This census system includes the detection and calculation of new pests and plant diseases that are carried out continuously throughout the plantation area, making it useful for monitoring the main pests of oil palm such as leaf pests (fireworms and bagworms), rats, tiratabha, termites and diseases. oil palm plant. Pest control is carried out if the census results show a moderate to severe attack category. In addition, Plant pest control prioritizes biological methods, including the development of Beneficial Plants of *Turnera Subulata* and *Antigonon Leptopus* types.

Based on the description above, it shows that the company does not use pesticides preventively to prevent pests and diseases

7.2.5

The company has a memorandum no. 006/ED-Int/HOM/XII-16 dated December 1st, 2016 concerning the prohibition of the use of limited pesticides in all areas of ANJ Group's oil palm plantations. Based on the document review of PT. PMP and PT. PPM does not use pesticides with the active ingredient paraquat, but uses other pesticides with active ingredients that are environmentally friendly, including Glyphosate Isopropylamine, Methyl Metsulfuron and Triclopyr Butoxy Ethyl Ester.

Based on the description above, it shows that the company does not use pesticides that are included in the World Health Organization (WHO) Class 1A or 1B list or are included in the Stockholm or Rotterdam Conventions and paraquat.

7.2.6

The company has procedures for handling pesticides, namely:

- SOP-AGR-18 Pesticides and their management
- SOP-AGR-19 Chemical safety instructions

The company has a pesticide applicator training program in 2022. The following are some realizations of pesticide management training that have been conducted internally by the company:

- Training on the management and use of chemicals (pesticide) on March 19th, 2022 in Block G18 which was attended by 7 Division D spray employees of PT. PMP
- Plant Pest training on July 15th, 2022 at Housing E09 PT. PPM which was attended by 14 spray employees and spray foremen.
- Training on Hazardous and Domestic Waste management on March 16th, 2022 at Housing Division D PT. PPM which was attended by 33 spray employees

Results of interviews with pesticide applicators at PT. PMP is known that employees can use pesticides according to work techniques determined by the company. MSDS is also available in the Pesticide Warehouse in a language that employees can understand.

Based on the description above, it shows that pesticides are applied by employees who have attended pesticide training

7.2.7

The company has procedures for storing pesticides in SOP No. SOP-AGR-18 concerning Pesticides and Their Management which was approved by the Estate Director on August 01st, 2013. Pesticides are placed in separate places in rooms with walls, rooms equipped with exhaust vents and adequate ventilation, washing facilities are available and MSDS are available.

Based on the results of field observations in the pesticide warehouse of PT. PMP and PT. PPM that the warehouse is

made permanent, well ventilated, pesticides are not mixed with other materials, there are facilities for mixing pesticides, there are emergency response facilities such as sufficient eye washers and sand, Toxic and Hazardous materials warnings and symbols, and there is an MSDS.

Based on the description above, it shows that the company already has a place to store pesticides with the best practices

7.2.8

The company has SOP for Hazardous Waste Management Number SOP-EHS-13 dated 15 November 2021, Edition 01 rev 00.

- All chemicals used must be chemicals that are registered and have a distribution permit from the Government of the Republic of Indonesia.
- All chemicals used must have an MSDS and be equipped with a label and a hazard sign logo on the storage area and on the packaging.
- The company has IK Reusing Used Chemical Containers.
- The company has SOP for Agro-Chemical Waste Management Procedures and Pesticide Packaging with SOP-EHS-18 number effective September 2022 Revision 3.

The procedural documents and work instructions explain the following:

- All chemicals used must be chemicals that are registered and have a distribution permit from the Government of the Republic of Indonesia.
- All chemicals used must have an MSDS and be equipped with a label and a hazard sign logo on the storage area and on the packaging.
- Operators who work directly with these chemicals must use the PPE that has been determined in accordance with the HIRA document and must have gone through training on handling chemicals and waste used for chemical containers.
- All used chemical packaging is collected in a special place, and do not throw it in the trash.
- Prepare the place and equipment needed and in a clean condition.
- For the management of used fertilizer sacks, reuse is carried out by ensuring that the fertilizer sacks to be used do not contain fertilizer residue and are in an inverted condition (the inside is behind so it faces outwards) then patted and washed before finally used to collect loose palm fruit and for retaining soil to prevent landslides. The water used for washing the fertilizer sacks is then collected and can be used to water the plants again or used as a chemical mixture.
- For the management of used chemicals or used pesticide packaging, it must be recorded and submitted at Hazardous Waste Warehouse located at CWT. This used packaging waste must be placed in a special place (Hazardous Waste Warehouse) and is only allowed to be reused for premixes or to collect the results of washing used chemicals which will then be reused for other chemical mixtures.

Based on the explanation above, it is known that the use of used chemical containers is only allowed to be used to accommodate washing water waste used from sacks of fertilizers and chemicals and is not allowed to be used as a water storage container or food and beverage container and toilets. In addition, assistants who use used chemical containers must keep records.

Based on the results of field visits to employee housing areas, it was found that there were no traces of pesticide packaging that were reused, for example as water reservoirs or flower pots. The results of the visit found several drums of used *Pertamina* brand oil which were used to collect rainwater which was intended for watering the roads during the day to reduce dust caused by hot weather.

Based on the results of interviews with the PIC, it is known that there have been no cases of poisoning due to consumption of water that was stored using used chemical/pesticide containers.

7.2.9

Weed control and Plant Pest at PT. PPM and PT. PMP is done manually and chemist. Based on interviews with the chemist foreman of Division F of Cenderawasih Estate and field observations, it is known that spraying pesticides using a knapsack sprayer and never spraying pesticides through the air.

Based on the information above, it shows that the company does not spray pesticides through the air

7.2.10

The company has a policy of periodic health checks and specifically in procedure no. SOP-HRCM-005. The memo states that there are 3 types of health checks, namely pre-employment health checks, periodic health checks and special health checks. Periodic medical check-ups for employees with a year or more of service when the MCU is implemented. The MCU program is at least once every 2 years for workers aged under 40 years and at least once a year for workers aged 40 years and over. The types of periodic health checks are physical examinations, routine blood examinations and routine urine examinations. While special examinations include bio-marker examinations for pesticide workers carried out 2 times a year, bio-marker examinations for chemical management workers Toxic and Hazardous materials (conducted once a year), audiometric examination 1 once a year, spirometry examination once a year, and other examinations can be carried out as needed based on certain potential hazards in the workplace.

In 2022 the company will conduct special and periodic medical check-ups for all employees, including periodic medical check-ups at PT. PMP with a total of 323 employees who have been able to take part in periodic medical check-ups, consisting of factory, warehouse, EHS and plantation employees. The results of these health checks include employee health checks with the results found an increase in cholesterol, increased blood pressure, hyperuricemia, increased blood sugar and anemia due to unhealthy eating habits, so employees are advised to eat healthy with balanced nutrition, drink lots of water and exercise regularly and avoid cooking food by frying. In general, PKS's health condition is quite good.

Based on the description above, it shows that the company has a record of the results of special health checks for pesticide operators and evidence of follow-up on the results of the inspection

7.2.11

The company has procedures related to pesticides including SOP No. SOP-AGR-18 on Pesticides and their management explains that children, pregnant women, nursing mothers and workers whose health is not good are not allowed to work for jobs that use pesticides. Based on the results of interviews with spray employees at Block E22 Division B of Gaina Estate, it is known that if the employees are children, the company forbids them to work in jobs that use pesticides and fertilizers. In addition, based on document review and interviews with the Spray Foreman Division B of Gaina Estate, it was found that the youngest spray employee was 19 years old.

Based on the description above, it shows that there is no pesticide-related work carried out by employees under the age of 18, pregnant or breastfeeding women.

Status: Comply

7.3

Waste is reduced, recycled, reused and disposed of in ways that are environmentally and socially responsible manner.

7.3.1

The unit of certification has identified the types of waste generated both from production and non-production products which are listed in the document Identification of Waste Sources and Their Management for the 2021 – 2022 period for PT Putera Manunggal Perkasa and PT Permata Putera Mandiri. Identification of the waste is divided into sources of waste such as offices, clinics, Estates, housing, etc., the name of the waste produced, its category (non-Hazardous or Hazardous).

The unit of certification has several procedural documents related to waste management as follows:

- The company has SOP for Hazardous Waste Management Number SOP-EHS-13 dated 15 November 2021, Edition

01 rev 00.

- The company has SOP Waste Management Plan number SOP-EHS-032 for September 2022 rev 02.
- SOP for Non-Hazardous Waste Management with SOP-EHS-17 number dated 15 November 2021 Edition 1/Rev.00.
- The company has IK Reusing Used Chemical Containers.
- The company has SOP for Agro-Chemical Waste Management Procedures and Pesticide Packaging with SOP-EHS-18 number effective September 2022 Revision 3.

The procedural documents and work instructions explain the following:

- All chemicals used must be chemicals that are registered and have a distribution permit from the Government of the Republic of Indonesia.
- All chemicals used must have an MSDS and be equipped with a label and a hazard sign logo on the storage area and on the packaging.
- Operators who work directly with these chemicals must use the PPE that has been determined in accordance with the HIRA document and must have gone through training on handling chemicals and waste used for chemical containers.
- All used chemical packaging is collected in a special place, and do not throw it in the trash.
- Prepare the place and equipment needed and in a clean condition.
- For the management of used fertilizer sacks, reuse is carried out by ensuring that the fertilizer sacks to be used do not contain fertilizer residue and are in an inverted condition (the inside is behind so it faces outwards) then patted and washed before finally used to collect loose palm fruit and for retaining soil to prevent landslides. The water used for washing the fertilizer sacks is then collected and can be used to water the plants again or used as a chemical mixture.
- For the management of liquid waste produced from factories to be reused to land applications. Before being channeled to LA, the liquid waste is first managed at the WWTP with the aim that the quality of the liquid waste flowing to LA is in accordance with the provisions.
- For the management of domestic waste generated from housing and offices, it will be disposed of in landfills.
- For the management of used chemicals or used pesticide packaging, it must be recorded and submitted at Hazardous Waste Warehouse located at CWT. This used packaging waste must be placed in a special place (Hazardous Waste Warehouse) and is only allowed to be reused for premixes or to collect the results of washing used chemicals which will then be reused for other chemical mixtures.
- The SOP includes procedures for identifying waste sources to ensure the type of waste and the amount of waste produced in a certain period of time.
- Also explained about the mechanism for utilizing waste such as the utilization of *jangkos* which is used as a natural fertilizer which is applied to the palm tree, and domestic organic waste which is used by processing it into composting fertilizer. Utilization of palm fiber (fiber) and shells as absorbent materials, spill kits, and boiler fuel. Oilcake is used for mulching media and organic fertilizer in oil palm blocks or plantings.
- Utilization of Solid Waste in the form of Boiler Ash as land level stockpile, and road compaction media.
- Mechanism related to the management of the Waste Utilization Document, the production results and the amount of utilization are recorded.
- The Hazardous waste manager appoints officers to handle Hazardous waste. The hazardous waste is recorded by the hazardous waste officer in the hazardous waste logbook according to the attached formula. Officers carry out the preparation of hazardous waste in accordance with the provisions and requirements for storage of hazardous waste.
- The Hazardous Warehouse manager is required to monitor storage activities at the Hazardous Waste Warehouse, and routinely carry out inspections at least once every 3 months to ensure that Hazardous Warehouse management at licensed Hazardous Waste Warehouse is in accordance with the procedures owned by the company.
- Mechanism for submitting Hazardous Waste to the Transporter and reporting on a quarterly basis which is then reported to the Related Service.

All of these procedures aim to regulate the management of liquid waste, solid waste, air waste, hazardous waste,

domestic waste, and medical or infectious waste, both originating from plantation operations, factory operations and the daily activities of the community or workers who live in in the company's residential complex.

The company has also prepared special documents related to waste management and monitoring with quarterly and semester periods contained in the Pollution Control Report document. The report is also listed in the RKL/RPL Report document every semester, and has a Special Report related to Hazardous Waste management and also a PPA Report which is quarterly and semester. The company has also reported the document as evidenced by the receipt of the document report as explained in indicator 1.1.2.

The unit of certification can also show documents recording hazardous and toxic waste stored in the hazardous waste temporary storage area along with the last transport manifest that was transported by a licensed hazardous and toxic waste carrier, namely PT Aryaguna Sejahtera Industri (ASI) on March 1 – 10 2022. The types of hazardous and toxic waste are as follows:

PT PMP MILL

- 58 Kg of electronic waste with manifest BBL 0002141
- 2,200 kg of used oil with manifest BBL 0002142
- Used battery of 187 kg with BBL manifest 0002140
- 170 Kg of used filters with manifest BBL 0002137
- 80 kg of used rags with manifest BBL 0002138
- 63.90 kg of medical waste with BBL manifest 0002135
- 117 kg of used HAZARDOUS packaging with BBL manifest 0002139

PT PMP Estate

- 1,447.50 Kg of Expired Chemicals with manifest BBL 0002136
- 8,400 kg of used oil with manifest BBL 0002129
- Used battery of 531 Kg with BBL manifest 0002133
- 420.5 Kg of used filters with BBL manifest 0002131
- 83 kg of used rags with manifest BBL 0002130
- 808 kg of used HAZARDOUS packaging with BBL manifest 0002132

PT PPM

- Used rags of 170 Kg Manifest BBL 0002143
- 30 Kg of medical waste Manifest BBL 0002103
- 60 Kg used lamp Manifest BBL 0002143
- 9,918 Kg of used oil Manifest BBL 0002143
- Used filter of 320 Kg Manifest BBL 0002143
- Used HAZARDOUS packaging of 25 Kg Manifest BBL 0002143
- 33 kg of used oil bottles, Manifest BBL 0002143
- Used battery of 1028 Kg Manifest BBL 0002143
- 105 Kg Ac Compressor Manifest BBL 0002143

Based on the results of the verification in the previous assessment, namely the stage two (stage-2) assessment results from field observations to PMP POM, PMP and PPM plantations, it was found that the company had used chemical containers to retail fertilizer, and used grease containers as a place to workshop work tools and has also recorded the utilization of used chemical containers. The results of the verification of the previous assessment stated that the company has the opportunity to ensure monitoring of the use of used chemical containers and records that cover all used chemical containers. So that this becomes **OFI in the previous assessment**.

Based on the verification results at the current assessment, namely the Surveillance-1 (ASA-1) stage this time, the following were found:

- Based on the results of a review of the Hazardous Waste Management SOP document Number SOP-EHS-13 dated 15 November 2021, Edition 01 rev 00 it is known that the Officer handed over Hazardous Waste to the Temporary Storage Manager (Hazardous Waste Warehouse), the technical requirements and medical waste management standards are adjusted to the provisions of the law , The Hazardous Waste manager appoints an officer for handling Hazardous Waste to carry out the preparation of Hazardous Waste in accordance with the terms and conditions for storing Hazardous Waste.
- The company's Hazardous Waste Management SOP states that medical waste management is in accordance with statutory provisions.
- Based on Minister of Environment and Forestry Regulation P.56/Menlhk-Setjen/2015 concerning Procedures and Technical Requirements for the Management of Hazardous and Toxic Waste from Healthcare Facilities, it is stated that "Infectious waste, sharps and/or pathological objects should not be stored for more than 2 days . If stored for more than two days, then stored in the refrigerator or cooler at a temperature of 0°C or lower.
- Based on the results of field visits to Hazardous Waste Warehouse Central Workshop at Gaina Estate and Kasuari Estate, and at PKS PMP Hazardous Waste Warehouse, medical waste is stored in a box cupboard and placed in a safety box at room temperature.
- Based on PT PPM's manifest no. BBL 0002103 for the date of transportation on 1 April 2022 and the latest minutes of transportation of clinical waste with the number BA 22014010 on 9 April 2022, received by PT ASA (as Hazardous waste transporter) and received by PT PRIA (as medical waste manager) , note a few things as follows:
 - Clinical/medical waste is category A waste with waste code A337-1, with a shelf life of 90 days
 - Clinical/medical waste is waste generated from health service activities at health facilities (clinics as level I health facilities) in company areas during the period 2021 to 2022 from March 2021 to March 2022 in the amount of 30 Kg.

Based on PT PMP's manifest with BBL number 0002135 for the date of transportation on April 1 2022 and the latest minutes of transport of clinical waste with number BA 220104009 on April 9 2022, received by PT ASA (as Hazardous waste transporter) and received by PT PRIA (as a medical waste manager), it is known several things as follows:

- Clinical/medical waste is category A waste with waste code A337-1, with a shelf life of 90 days
- Clinical/medical waste is waste generated from health service activities at health facilities (clinics as level I health facilities) in company areas during the period 2021 to 2022 from March 2021 to March 2022 in the amount of 63.90 Kg.

Based on the results of interviews with the EHS PIC regarding the transportation of Hazardous waste for the unit certification, it is known that the transportation schedule is only carried out once a year because the scope of the certification unit area is in a remote area, where access for transporting the waste is by ship and by sea. Regarding the storage period of HAZARDOUS waste, notification has been received from the Environmental Service of the Sorong Selatan District Government through a Certificate of DLH of Sorong Selatan District number 660/22/LH-SS/2019 dated 27 February 2019 regarding the Direction for the Storage Time of HAZARDOUS Waste at HAZARDOUS WASTE WAREHOUSE LHAZARDOUS is a maximum of 365 days .

Based on this information, and from the verification of the Logbook document, the last transportation Minutes and the latest Manifest Hazardous Waste in March 2022 it is known that the HAZARDOUS Waste was transported within 365 days of the last transportation. This shows that the shelf life of hazardous waste such as medical waste which has category A waste with waste code A337-1 with a shelf life of 90 days, in practice is stored beyond the maximum storage limit in accordance with the waste code as permitted by Environment Agency Sorong Selatan District. However, the

management for storing Medical Waste at Hazardous Waste Warehouse is not carried out in accordance with the technical requirements and procedures for storing pathogenic/infectious waste as regulated in the laws and regulations as stated in the paragraph above. So that this becomes a non-compliance with this indicator with the non-conformity number, namely Non-conformity **NCR 2022.03 with Minor Category**.

7.3.2

The unit of certification already has several procedural documents related to waste management as described in 7.3.1 where all of these procedures aim to regulate the management of liquid waste, solid waste, air waste, hazardous waste, domestic waste and medical waste.

Based on the results of field visits to Hazardous Waste Warehouse PT PMP and PT PPM, the location for storing Hazardous Waste and the types of Hazardous Waste stored and their management are in accordance with what is stated in the permits and procedural documents for Hazardous Waste management. At this location, you can also see the logbook for recording the entry and exit of Hazardous Waste at licensed Hazardous Waste Warehouse, as well as information regarding the last transport of Hazardous Waste for the 2022 period. There are hazard symbols and codes for Hazardous Waste at that location and there are also IK and SOP for Hazardous Waste Management. at that location.

Based on the results of interviews with Hazardous Waste Warehouse Operators, representatives of company management, and plantation workers and chemist applicators, it is known that they understand the handling of waste disposal, especially hazardous and toxic waste according to the procedures owned by the management unit. Related to medical waste storage and management techniques that are in accordance with laws and regulations, workers and PICs of waste management also understand this, but the implementation is not in accordance with the regulations as stipulated in the procedure document belonging to the unit of certification so that it becomes a non-compliance with indicator 7.3.1.

Based on the results of field visits to the Employees' and Contractors' housing areas, it was discovered that domestic waste management was found that was not in accordance with company procedures and policies as will be further explained in indicator 7.3.3.

Based on the explanation above, it is known that the company already has procedures for managing hazardous and Non-hazardous waste that are understood by workers and managers.

7.3.3

- The unit of certification already has policies and procedures for the prohibition of burning waste as explained in the following document:
- SOP for Non-Hazardous Waste Management with SOP-EHS-17 number dated 15 November 2021 Edition 1/Rev.00 which explains related:
 - There is a classification for identifying the source of the waste produced, such as waste resulting from production activities in the form of solid waste (*Jangkos*, Fiber, shells), liquid, and air and waste resulting from non-production activities in the form of domestic waste such as solid waste (organic and inorganic), liquid waste (from MCK activities, sanitation, etc.)
 - There is a pollution prevention point for domestic solid waste, which explains "No uncontrolled landfill, and no open dumping and no open burning of waste."
- The Zero Burning Waste Disposal Policy as stated in ANJ's Sustainability Policy dated 31 October 2019.

Based on the results of field visits at 4 different locations, namely Kasuari Estate Contractor Housing, Cenderawasih Estate Housing, Gaina Estate Contractor Housing, and E31 Mentamani Estate Housing, it was found that there were points of burning domestic waste. The company has not been able to ensure that all domestic solid waste management is in accordance with procedures and policies for the disposal of domestic solid waste without burning. So that the

following is a non-compliance with this indicator with the non-compliance number **NCR 2022.04 with Minor Category.**

7.3.1 7.3.3	Status: NCR No. 2022.03 with Minor category NCR No. 2022.04 with Minor category
----------------	--

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

7.4.1

PT. PMP and PT. PPM has policies in soil fertility management, including:

- Procedure No. SOP-AGR-11 SOP for Palm Oil Fertilizer and Fertilization, to provide sufficient nutrients/nutrients for oil palm vegetative growth, provide sufficient nutrients/nutrients to obtain maximum CPO productivity (tons/ha) at an economical cost, and increase plant resistance to pests and diseases. PT. PPM and PT. PMP uses inorganic fertilizers, empty bunches and Decanted Solids
- Procedure No. SOP-AGR-12 SOP for Immature Area and LCC Fertilization Schedule. Planting of legumes cover crops (LCC) aims to suppress weed growth in order to save weed control, increase soil organic matter content and improve soil physical conditions, aeration and optimal soil moisture, prevent and reduce soil surface erosion, bind (fixation) free nitrogen from the air to prevent and reduce soil surface erosion. enrich soil nitrogen, suppress the growth of certain pests and diseases

In the period from January to October 2022, there are applications for liquid waste and empty waste. The POME applied to PT. PMP was 39,361 tons, while the empty fresh bunches was applied to Kasuari Estate 7,798,930 Kg, Cenderawasih Estate 14,240,940 Kg, Gaina Estate 1,509,210 and Metamani Estate 1,719,980 Kg. Empty fruit bunches were applied in Block E22 Division E Cenderawasih Estate, Block G26 Division B Kasuari Estate and Block E16 Division A Gaina Estate. In addition, to improve the physical condition of the soil PT. PMP and PT. PPM also takes care of planting legumes throughout the Estate including Blocks D14 and D15 in the Division A Gaina Estate Division, including the *Mucuna Brachteata* type of legume that grows well and under control.

Based on the description above, it shows that the company has a record of implementing good cultivation practices to manage soil fertility so that harvest yields are optimal and have minimal impact on the environment.

7.4.2

The company has leaf and soil analysis procedures as the basis for the fertilization program listed in SOP No. SOP-AGR-23 concerning Units of Leaf Samples and SOP No. SOP-AGR-26 regarding SOP for Soil Analysis which was approved by the Operations Director on August 1st, 2013. Leaf analysis is carried out annually while soil sampling is carried out every 7 years.

For the 2022 fertilization program PT. PPM has conducted leaf analysis on March 28th, 2022 by PT. Mitra Agro Servindo with certificate number 1.051.1.1/03/22. The number of leaf samples taken was 45 leaf samples. The nutrient content analyzed was N, P, K, Mg, Ca, B, Cu, Zn. Soil analysis was also carried out by PT. Mitra Agro Servindo with certificate no 1.051.1.2/03/22 on March 28th, 2022. The number of soil samples taken was 40 soil samples. The nutrient content analyzed included pH H₂O, pH KCl, Total N, C-Organic, C/N, Pbray II, NTK (K, Ca, Mg, Na), Al-HDd, CEC, KB, Texture

Besides that, the 2022 fertilization program for PT. PMP has also conducted a leaf analysis on June 25th, 2021 by PT. Mitra Agro Servindo with certificate number 1.163.1.1/06/21. The number of leaf samples taken was 30 leaf samples. The nutrient content analyzed was N, P, K, Mg, Ca, B. Soil analysis was also carried out by PT. Mitra Agro Servindo with certificate no 1.047.1.2/03/22 on March 21 2022. The number of soil samples taken was 40 soil samples. The nutrient content analyzed included pH H₂O, pH KCl, Total N, C-Organic, C/N, Pbray II, NTK (K, Ca, Mg, Na), Al-HDd, CEC, KB, Texture

Based on the description above, it shows that the company has regular records of leaf and soil analysis activities to monitor and manage changes in soil fertility and plant health

7.4.3

The company has used empty fruit bunches and PKS liquid waste as an alternative method for managing soil fertility. POME utilization is only carried out at PT. PMP, namely 39,361 tons for the period January to October 2022, while the empty batches applied to PT. PMP and PT. PPM in the period from January to October 2022, namely to Kasuari Estate 7,798,930 Kg, Cenderawasih Estate 14,240,940 Kg, Gaina Estate 1,509,210 Kg and Metamani Estate 1,719,980 Kg. Non-organic fertilizers are used optimally according to R & D recommendations with leaf and soil analysis including the application of NPK Fertilizer 13.6.27.0+0.65B at PT. PPM 948.465 Kg and at PMP 1,246,662 Kg.

Based on the description above, it shows that the company already has a strategy for recycling empty fruit bunches, liquid waste and optimizing non-organic fertilizers

7.4.4

The company has a policy of organic and inorganic fertilization programs in accordance with leaf and soil analysis as described in indicator 7.4.2. The company has recorded organic fertilizer realization for the period January - October 2022, for example in Kasuari Estate 7,798,930 Kg, Cenderawasih Estate 14,240,940 Kg, Gaina Estate 1,509,210 Kg and Metamani Estate 1,719,980 Kg. While the application of palm oil mill effluent is carried out at PT. PMP is 39,361 Tons for the period January to October 2022. In addition, there are records of inorganic fertilization for the period January to October 2022 including the application of NPK Fertilizer 13.6.27.0+0.65B at PT. PPM 948,465 Kg and in PMP 1,246,662 Kg.

Based on the description above, it shows that the company already has a record of the use of fertilizers.

Status: Comply

7.5

Practices minimise and control erosion and degradation of soils.

7.5.1

Land Resources Ministry of Agriculture in 2014 among others mentions the class of land slope from flat to wavy. Land with a flat area has a slope of <1% covering an area of 2,229 ha or 9.52%, slightly flat having a slope of 1-3% covering an area of 8,559 ha or 36.54%, wavy having a slope of 3-8% covering an area of 7,818 ha or 33.38 % and wavy has a slope of 8-15% covering an area of 4,818 ha or 20.57%. Land in the area of PT. Putera Manunggal Perkasa (PMP) with an area of + 23,424 ha consisting entirely of mineral soils classified at the subgroup level consisting of Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Kambisol Aquik), Typic Dystrudepts (Kambisol District) and Typic Hapludults (Podsolik Haplik).

In addition, there is a land identification report at PT. PPM which was also carried out by the Center for Research and Development of Land Resources of the Ministry of Agriculture in 2014, among others, has an area that varies from flat to wavy. Land with a flat area (f) has a slope of <1% covering an area of 13,586 ha or 39.79%, slightly flat having a slope of 1-3% covering an area of 19,613 ha or 57.44%, wavy having a slope of 3-8% covering an area of 901 ha or 2.64, besides that there are 47 Ha water bodies (0.14%). Land in the area of PT. PPM with an area of + 34,147 ha consists entirely of mineral soil consisting of: Humaqueptic Endoaquepts (Alluvial Humic), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Kambisol Aquic), Typic Dystrudepts (Kambisol District) and Typic Hapludults (Podsolik Haplik).

PT. PPM and PT. PMP also has a semi-detailed soil map with a scale of 1: 50,000 which describes the soil classification, slope, parent material and area.

Based on the description above, it shows that the company has maps that identify marginal and vulnerable land including land with steep slopes.

7.5.2

Based on the document review that the operational area of PT. PPM and PT. PMP is the first cycle and the oldest plants were planted in 2015 so that information was obtained that PT. PPM and PT. PMP has never done replanting.

7.5.3

PT. PPM and PT. PMP carried out new plantings of oil palm in 2015 – 2017. Based on a document review and field observations, no planting was found on slopes > 40%. On 15 – 30% sloped land, terraces, contour roads and fronds are arranged to follow the contour terraces. This is in accordance with the results of field observations in blocks G12 G15 Division D Kasuari Estate and E17 E18 Division B Gaina Estate.

Based on the description above, it shows that new planting of oil palm is not carried out on steep slopes according to applicable regulations

Status: Comply

7.6

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

7.6.1

Land identification report at PT. The PMP conducted by the Center for Research and Development of Land Resources of the Ministry of Agriculture in 2014 included mentioning the class of land slope from flat to undulating. Land with a flat area has a slope of <1% covering an area of 2,229 ha or 9.52%, slightly flat having a slope of 1-3% covering an area of 8,559 ha or 36.54%, wavy having a slope of 3-8% covering an area of 7,818 ha or 33.38 % and wavy has a slope of 8-15% covering an area of 4,818 ha or 20.57%. Land in the area of PT. Putera Manunggal Perkasa (PMP) with an area of + 23,424 ha consisting entirely of mineral soils classified at the subgroup level consisting of Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Kambisol Aquik), Typic Dystrudepts (Kambisol District) and Typic Hapludults (Podsolik Haplik)

In addition, there is a land identification report at PT. PPM which was also carried out by the Center for Research and Development of Land Resources of the Ministry of Agriculture in 2014, among others, has an area that varies from flat to wavy. Land with a flat area (f) has a slope of <1% covering an area of 13,586 ha or 39.79%, slightly flat having a slope of 1-3% covering an area of 19,613 ha or 57.44%, wavy having a slope of 3-8% covering an area of 901 ha or 2.64, besides that there are 47 Ha water bodies (0.14%). Land in the area of PT. PPM with an area of + 34,147 ha consists entirely of mineral soil consisting of: Humaqueptic Endoaquepts (Alluvial Humik), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Kambisol Aquik), Typic Dystrudepts (Kambisol District) and Typic Hapludults (Podsolik Haplik)

PT. PPM and PT. PMP also has a semi-detailed soil map with a scale of 1: 50,000 which describes the soil classification, slope, parent material and area.

Based on the description above, it shows the long-term suitability between land and oil palm cultivation and consideration of land maps in the company's operational plans

7.6.2

In accordance with indicator 7.6.1 that all soil types in PT. PMP and PT. PPM is mineral soil in the form of shrubs in plains and in basins in the form of sago swamp forest. Based on the document review and field observations, no planting was found on marginal land. On land that has a slope of between 15 – 30% terraces, contour roads and fronds arrangement follow the contour terraces, this is in accordance with field observations in blocks G12 G15 Division D Kasuari Estate and E17 E18 Division B Gaina Estate

Based on the description above, it shows that there is no extensive planting on marginal soils and land management with best cultivation practices

7.6.3

Based on the land identification report at PT. The PMP conducted by the Center for Research and Development of Land Resources of the Ministry of Agriculture in 2014 included mentioning the class of land slopes from flat to wavy. Land with a flat area has a slope of <1% covering an area of 2,229 ha or 9.52%, slightly flat has a slope of 1-3% covering an area of 8,559 ha or 36.54%, wavy has a slope of 3-8% covering an area of 7,818 ha or 33.38 % and wavy has a slope of 8-15% covering an area of 4,818 ha or 20.57%. In addition, based on the land identification report at PT. PPM which was also carried out by the Center for Research and Development of Land Resources of the Ministry of Agriculture in 2014, among others, has an area that varies from flat to wavy. Land with a flat area has a slope of <1% covering an area of 13,586 ha or 39.79%, slightly flat having a slope of 1-3% covering an area of 19,613 ha or 57.44%, wavy having a slope of 3-8% covering an area of 901 ha or 2.64, besides that there are 47 Ha (0.14%) water bodies. Based on the results of field observations, there are sloping areas managed with feel, drainage and roads following the contours of the land such as in block G12 G15 Division D Kasuari Estate and E17 E18 Division B Gaina Estate

Based on the description above, it shows that the company uses land survey reports and topography in planning drainage systems, roads and other infrastructure

Status: Comply

7.7

No new planting on peat, regardless of depth after November 15th, 2018 and all peatlands are managed responsibly.

7.7.1 – 7.7.7

PT. PMP

The company shows the Land Identification Report in the Palm Oil Plantation Area of PT. PMP in Sorong Selatan District and Maybrat District, Papua Barat Province which was carried out by the Agricultural Research and Development Agency of the Ministry of Agriculture in June 2014. The report found that the land in the area of PT. PMP consists entirely of mineral soils. Soil types found at the study site were classified at the subgroup level consisting of: Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Kambisol Akuik), Typic Dystrudepts (Kambisol District) and Typic Hapludults (Podsolik Haplik). In addition, based on the PIPPIB Map of Natural Forest and Peatland Year 2020 Period II Scale 1: 250,000 which was approved by the Director General of Forestry Planning and Environmental Management on 26 August 2020 that PT. PMP does not contain peat land (Attachment to Decree of the Minister of Environment and Forestry of the Republic of Indonesia No SK.4945/MENLHK-PKTL/PSDH/PLA.1/8/2020).

PT. PPM

The company shows the Land Identification Report in the Palm Oil Plantation Area of PT. PPM in Sorong Selatan District, Papua Barat Province which was carried out by the Agricultural Research and Development Agency of the Ministry of Agriculture in June 2014. The report found that the land in the area of PT. PPM consists entirely of mineral soils. The types of mineral soils found in the study area consist of: Humaqueptic Endoaquepts (Alluvial Humik), Typic Endoaquepts (Gleisol District), Aquic Dystrudepts (Kambisol Akuik), Typic Dystrudepts (Kambisol District) and Typic Hapludults (Podzolic Haplik).

Based on the description above, it shows that this indicator cannot be applied in the unit of certification

Status: Comply

7.8

Practices maintain the quality and availability of surface and ground water

7.8.1

The Certification Unit already has a water management plan and has implemented the water management plan which consists of:

- Inventory of location and area and mapped according to the stipulated size of river boundaries
- Marking the riparian area by putting red paint on the palm stems which are the boundaries of oil palm plantations where plantation activities are not permitted
- Carry out planting and enrichment of vegetation
- Do not apply chemicals in the riparian area.
- Not disposing of liquid waste into rivers but reusing it on plantation land. Before being used, liquid waste is

- first managed at the WWTP so that its quality meets the standards set by the government.
- Utilizing water for factory processing in accordance with the standards set by the company.
- Conduct river water quality testing

In addition, the company has a river bank management plan for the 2021-2022 period, which includes:

- River border patrols and monitoring
- Signboard maintenance
- Enrichment of local trees
- River water quality testing
- Biodiversity inventory
- Socialization of river bank management.

All those management plan was informed and regulated on their SOP of the Maintenance of protected areas and areas of high conservation value listed in the SOP for the Management of High Conservation Value Areas with Number SOP-CSV-01 dated 1 October 2020 which explains:

1. Assessment of High Conservation Value Areas

- Carry out an assessment of areas containing HCVs
- Carry out an assessment of the areas containing HCS
- Identify HCV types
- Carry out an inventory of the diversity of plant and animal species
- Develop an HCV and HCS management and monitoring plan
- Prepare and submit reports on the results of HCV and HCS assessments.

2. Designation of high conservation value areas

3. HCV Management

- Provides HCV boundary markers
- Provide facilities and infrastructure to protect HCV and HCS areas
- Planning the development of plantation infrastructure by taking into account the KBKT
- Develop and monitor population management plans for protected, rare, threatened and endangered plant and animal species.
- Handling if there is an incident with wild animals.
- Carry out an inventory of non-timber forest products (HHBK) in KBKT such as honey, rattan, and others.
- Carrying out an accelerated rehabilitation program in protected areas that have experienced a decline in the quality of their stands.
- Maintaining water sources within or adjacent to the KBKT.
- Carry out fire risk control
- Destroy invasive plants/weeds around the KBKT
- Create programs and provide training for employees on HCV monitoring methods.

PMP

Surface water quality monitoring program regularly every six (6) months, referring to the environmental management and monitoring plan. The test is carried out by an Independent Testing Laboratory with KAN accreditation No. LP-195-IDN which was conducted on April 6, 2022. The company can show the results of testing the quality of river water in accordance with PP No 22 of 2021 Quality Standards for class II water and clean water quality in accordance with Permenkes No. 32 of 2017. The test results are as follows:

Parameter	Standard	River						
		1	2	3	4	5	6	7
Total Suspended Solid (mg/l)	50	67	19	42	43	8	9	69
pH	6 – 9	6.4	7.5	7	6.9	6.8	6.4	7

BOD ₅ (mg/l)	3	10	6	8	7	2	6	8
COD (mg/l)	25	37	27	33	27	23	29	27
Total Coliform (per 100 ml)	5.000	210	68	68	40	2.300	15	150

*Explanation:

- 1 : downstream of Haman river
- 2 : upstream of Haman river
- 3 : downstream of Kais river
- 4 : upstream of Kais river
- 5 : downstream of Sarifin river
- 6 : Upstream of Sarifin river
- 7 : Sisiem River

Please translated

PPM

Companies can show the results of river water quality testing in accordance with PP Quality Standard No. 22 of 2021 for class III water and clean water quality in accordance with Permenkes No. 32 of 2017. The test results are as follows:

Parameter	Standard	River							
		1	2	3	4	5	6	7	8
Total Suspended Solid (mg/l)	100	5	3	2	4	4	4	11	8
pH	6 – 9	7,8	7,6	8	6,8	6,7	8	7,4	7,6
BOD ₅ (mg/l)	6	5	4	11	13	17	11	5	4
COD (mg/l)	40	33	28	57	65	85	55	39	33
Total Coliform (per 100 ml)	10.000	23	240	<1,8	23	240	43	4	<1,8

*Explanation:

- 1 : Downstream of Tatakera Bridge
- 2 : Upstream of Tatakera Bridge
- 3 : Upstream of Gaina river
- 4 : Downstream of Metamani river
- 5 : Upstream of Metamani river
- 6 : Downstream of Puragi Kecil River
- 7 : downstream of Sarifin River
- 8 : Upstream of Sarifin river

Based on the results of surface water quality testing, it is known that parameters such as PH, BOD, COD and TSS exceed the quality standards set out in PP No. 22 of 2021. The company has carried out an evaluation listed in the document for implementing the environmental management and monitoring plan for semester 1 of 2021 which explains that these parameters have exceeded the quality standards from the initial baseline. As a form of preventive action in environmental management and monitoring to prevent and reduce the concentration of parameters that are not in accordance with quality standards, the company has ensured best practices in waste management by ensuring that no waste spills over to environmental agencies directly, ensuring that waste Domestic liquid is managed by providing septic tanks and several management activities in accordance with the company's management plan.

The company has managed POM Liquid Waste so that it does not pollute water bodies by accommodating the remaining Liquid Waste from the production process at the Putera Manunggal Perkasa Palm Oil Mill through a Wastewater Treatment Plant which consists of 8 waste ponds. The outlet from the waste water treatment is reused as liquid fertilizer through land application to planted oil palm blocks. The company does not discharge treated wastewater into water bodies. Based on the results of field observations at WWTP of PMP POM, it is known that the pond is in a well-maintained condition and there is no siltation or overflow of waste. The WWTP location is limited to officers and interested parties, and is not allowed to be visited by the public, and looks sterile from the residents' livestock.

Based on the results of interviews with the surrounding community, it is known that the river water is used for MCK activities and as a transportation route. It is also known that these rivers are one of their economic sources as a place

to get fresh water commodities for sale such as fish, shrimp, shellfish etc. Based on this, it can be seen that, although the test results show a number that exceeds the quality standard that has been set, namely class II quality standard, it does not have a negative impact on the river ecosystem and the impact of disease on rural communities around the river.

Clean water quality

Parameter	Unit	WTP	WTP Hexagon	Standard (Permenkes No. 416 tahun 1990)	Standard (Permenkes No. 32 Tahun 2017)
<i>Turbidity</i>	NTU	0.5	24.5	50	-
PH		8	6.8	6-9	-
(FE)	Mg/L	0.02	0.5	1	1
Florida	Mg/L	<0.01	<0.01	1.5	1.5
Total coliform	CFU/100 ml	32	30	50	50
<i>Smell</i>	-	<i>Not Smell</i>	<i>Not Smell</i>	<i>Not Smell</i>	<i>Not Smell</i>

Based on the tests carried out, it is known that the results of testing the quality of clean water are still in accordance with the established quality standards.

The results of observations and interviews with workers note that the company has also provided access to clean water to workers by providing hygienic water for drinking and water for daily needs. The results of observations of employee housing show that access to water for employees is available for each house.

7.8.2

The Unit of Certification has carried out several efforts to maintain and restore the riparian area to maintain the quality of the water conservation area around the scope of the operational area of the unit of certification. A more detailed explanation regarding this can be found in indicator 7.8.1.

Wet streams found in the company area are in the form of rivers, swamps and ditches. Companies can show maps of rivers, bodies of water and wetlands listed on a map of high conservation value areas, with a scale of 1:40000. Based on the results of field visits to the Sisiam riverbank Block D9 Cenderawasih Estate, the Kafehiri River Border Block I37 Kasuari Estate, Rawa Sagu Block C/B 43 it is known that there are no indications of traces of chemical application on the riverbank. In addition, in the riparian area, forest plants and fruit trees such as guava have been planted. The riparian area is also not planted with oil palm. The company has managed the riverbanks by installing signs with signboards as HCV areas and painting palm trees as spray boundary signs. For several HCV locations in the form of river banks, succession has been seen with the natural growth of local plants.

7.8.3

The management of liquid waste from the processing of palm oil with an installed capacity of 45 tons of FFB/hour is carried out in the WWTP pond located in the company's Cultivation Rights (HGU) area. Before being distributed to the Land Application, all of the liquid waste is put into the WWTP with a multi-feeding system which is then processed to reduce pollutant elements until it is suitable for application to land. The certification unit has 8 WWTP ponds with a total capacity of 48,200 m³. PKS liquid waste is managed in accordance with applicable national regulations, namely KepmenLH No.28 & 29 of 2003 regarding Technical Guidelines for the Assessment of Utilization of Oil Palm Plantation Wastewater for Land Applications.

The company already has a permit for the utilization of liquid waste for Land Application (LA) from the competent agency in the form of a document from the Maybrat District Environmental Service Number 660/13/IPLC/DLH-MBT/III/2020 concerning Approval for the Implementation of the Study on the Utilization of Palm Oil Industry Wastewater on Land in Oil Palm Plantations by PT Putera Manunggal Perkasa on March 9 2020. And based on the

OSS document Commercial Permit/Operational Permit PT PMP dated December 4 2020.

Companies can show documents on the results of measuring the quality of liquid waste applied to land, namely the results of testing liquid waste listed in the 2022 Semester I Water Pollution Management (PPA) document and in the 2022 Semester I RKL-RPL Report.

Parameter	Standard	1	2	3	4	5	6
BOD ₅ (mg/l)	5.000	451	960	505	595	584	687
COD (mg/l)	-	1126	2400	1264	1488	1461	1717
Debit	-	4,081	2,101	4,300	3,678	4,687	4,549
pH	6,0 – 9,0	8	7	7	7	7	7
Minyak/Lemak	-	51	40	35	45	55	37
Pb	-	<0.009	<0.009	<0.009	<0.009	<0.009	<0.009
Cu	-	0.008	0.02	<0.005	0.04	0.03	0.06
Cd	-	0.006	<0.0006	<0.0006	<0.0006	<0.0006	<0.0006
Zn	-	0.03	0.09	0.04	0.08	0.04	0.10

*Period year of 2022:

- 1 : January
- 2 : February
- 3 : March
- 4 : April
- 5 : May
- 6 : June

Based on the table above, it can be concluded that the results of the wastewater quality test for the period January - June 2022 are still below the required quality standards.

Based on the results of a field visit to the WWTP Outlet section for Land Application Block F11, the flowmeter is known to function properly, for recording the amount of discharge of liquid waste flowing into the Land Application it has been routinely recorded and tested for the quality of liquid waste applied to liquid fertilizer in planting location as described in the paragraph above.

Based on the results of a field visit to Land Application Block F11 for the location of the LA Line numbers U22-U21, it was found that there was seepage from the edge of the embankment pond/flat bed, and it was known during the field visit that the LA operator was not present. After clarification with the company it turned out that the workers were inside the block so they couldn't be found during the visit. Information from the company explains that the seepage is true, and is already in the repair stage. Documentation of embankment repair on one of the flatbeds on Line U21 has been repaired so that there is no further seepage.

7.8.4

Companies can show documents on the recapitulation of water use for the Processing Unit for the 2021 Period along with permits and proof of tax payments. Summary of Water use for POM PMP during the 2021 Water Use period as follows:

No	Month	FFB Processed (ton)	Processing Water (m ³)	Average (m ³ /ton)
1	January	4,311	7,870	1.83
2	February	7,189	7,200	100
3	March	8,936	7,620	0.85
4	April	9,683	8,760	0.90
5	May	10,091	10,380	1.03
6	June	9,786	11,750	1.20
7	July	9,513	11,620	1.22

8	August	10,882	10,600	0.97
9	September	10,748	12,140	1.13
10	October	9,786	10,380	1.06
11	November	9,281	11,030	1.19
12	December	5,310	8,220	1.55
TOTAL		105,517	117,570	1.11

The company has a water withdrawal permit for the palm oil processing unit based on the Water Extraction Permit (SIPA) No. 503/03/SIPA/DPM PTSP – MBT /2019 dated 28 May 2019 and is valid for 5 years. In addition, companies can also show proof of payment of surface water fees for the period January 2021 - December 2021 according to the invoice from the PAD of Papua Barat Province. Based on the results of the interview with the PIC, it was conveyed that the collection of the water levy tax is done once a year so that payments are made for the total water usage for the 2021 period. Payments were made on May 20, 2022 via Bank Mandiri transfer.

Based on the results of a field visit to the WTPs at the POM Factory, it is known that the source of water taken is in accordance with what is stated in permission to use surface water Permit Document. During the visit it was discovered that the flowmeter was functioning properly and was not damaged, so there were no problems with recording water use.

From the field visit it was discovered that the workers on duty at WTP Operators consisted of 2 people, where when the visit was carried out the two officers were not present. Because one officer is on Married Leave and another is being assigned to work out of town. The unit of certification has provided a temporary replacement officer to be responsible for the work of the WTP and has provided training or demonstration of work instructions on the job site to the replacement staff. Based on the results of clarification with the management, it is known that the replacement officer at the WTP has been able to carry out the task properly in accordance with the work instructions required for the job.

Status: Comply

7.9

Efficiency of fossil fuel use and the use of renewable energy is optimized.

The certification unit has made efforts to increase efficiency in the use of fossil fuels and optimize the use of renewable energy by using shells and fiber as boiler fuel for turbine generators. The use of energy generated from the turbine is monitored every day.

Companies can show records of the use of shells and fiber as renewable energy and the use of diesel as a fossil fuel for the period January-December 2021. As an example, the following is a record of the use of renewable energy used to drive turbines for the period January - September 2022 of 5.697 GJ with a total usage renewable energy and fossil energy used to drive turbines in the same period amounted to 24,586.43 GJ with an energy efficiency percentage owned by the company of 23.17% for a total of 110,064.430 tons of FFB.

Status: Comply

7.10

Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

7.10.1

The company has identified the sources of GHG emissions listed in the document Identification of Greenhouse Gas Emission Sources PT Putera Manunggal Perkasa updated on January 25, 2022 which provides information regarding the types of activities, activities, materials and active ingredients that produce GHG emissions around the scope of the company's operational activities.

The company already made some effort to mitigate the effect of GHG emission such as:

- Documenting data related to emission sources as needed.

- Determination of person in charge of emission inventory, management, monitoring and measurement activities.
- Provision, operation, maintenance and repair of facilities and infrastructure that includes prevention of processing and ensuring that all systems are running properly so that emissions discharged under normal conditions at least meet the established environmental quality standards
- Provision, recording and storage of records or log books relating to the operation, maintenance and repair of GHG emission control facilities and infrastructure
- Management of potential emission sources as sources of fugitive emissions (leakage) through an inventory.
- Conducted emission monitoring once a year.
For the first calculation, it is determined as the initial data (base line)
- Reporting the results of emission calculations to those who need them both internally and externally
- Mitigation efforts are carried out by adapting activities to GHG characteristics.\
- Mitigation is carried out through a set of efforts that are systematically measurable using available methods/methodologies/technology/standards. Can involve various parties needed both externally and internally.

All those plans were implemented by the company such as maintaining of generator house and maximum the capacity of Transport for FFB.

The company calculates greenhouse gas emissions resulting from the operational activities of palm oil mills and oil palm plantations. The GHG calculation uses the Calculator Palm GHG Version 4.0 for the calculation period from January to December 2021. In outline, the results of the GHG calculation are presented as follows:

Summary Emission:

Emission Production	tCO2e/t Product
CPO	1.10
PK	1.10

Extraction	%
OER	21.02
KER	2.69

Land use	Ha
Oil palm planted on mineral soil	9,024.64
Total oil palm planted area	9,024.64
Conservation area (Non-Forested)	0.00

Mill Emissions and Credit

Description	tCO2e	tCO2e/tFFB
Emission Sources		
POME	9528.33	0.09
Fuel consumption	928.03	0.01

Grid Electricity Utilization	0.00	0.00
Credits		
Export excess electricity to housing & grid	0.00	0.00
Sale of PKS	0.00	0.00
Sale of EFB	0.00	0.00
Total	10456.36	0.10

Estate Field Emissions and Sinks

Description	tCO2e	tCO2e/t ha	tCO2e/t FFB
Emissions sources			
Land conversion	94642.33	19.81	1.50
CO2 emission from fertilizer	3881.52	0.81	0.06
N2O emission from peat	0.00	0.00	0.00
N2O emission from fertilizer	2916.14	0.61	0.05
Fuel consumption	1909.52	0.40	0.03
Peat oxidation	0.00	0.00	0.00
Sinks			
Crop sequestration	-44735.05	-9.36	-0.98
Sequestration in Conservation area	-53464.68	-11.19	-1.17
Total	5149.79	1.08	0.08

Emission from Palm Kernel Crusher

Emission source	tCO2e
PK from own mill	3103.25
PK from other sources	0.00
Fuel consumption	0.00
Total crusher emissions	3103.25

Production

Production	t/yr
FFB processed	82,716.89
CPO Produced	18.22

Based on the explanation above, it is known that the Certification unit already identified GHG emission sources and also monitored the net emission through Palm GHG Calculator and Publicly reported.

7.10.2

Based on the results of the document review, it is known that the distribution of the company's planting years is 2015, 2016, 2017 and 2018. In 2014 the company has carried out the 2014 New Planting Procedure (NPP) for all PT PMP and PT PPM oil palm plantations with an area of ± 22,295, 28 Ha (PT PMP) and ±32,025.14 Ha (PT PPM) and the NPP notification was submitted to the RSPO website on 29 September 2014 and there were no complaints so the plantation development process could continue (On Going NPP, 2010). The NPP assessment carried out by PT Mutuagung Lestari and the Company can show an email from the RSPO (eileen.chiang@rspo.org) on 13 October 2014 stating that the Company can start land clearing work for PT Putera Manunggal Perkasa (PT PMP), while for PT PPM received an email from the RSPO (eileen.chiang@rspo.org) on 24 November 2014 stating that From our system, there

has been no comment for PT Permata Putera Mandiri's NPP from our side so the Company can continue operations. Documentation of assessments and plans is carried out in a comprehensive and professional manner in accordance with RSPO requirements and in compliance with the RSPO Principles and Criteria for new plantings."

7.10.3

The company has identified sources of pollution in POM and plantations, the document informs sources (stations/activities), sources of pollution and emissions, impacts (humans, work equipment, environment) and impact control. For example, from the boiler it produces boiler ash, steam and chemical pollution, from the engine room it produces pollution in the form of noise.

Efforts to reduce pollutants carried out by companies include:

- Monitor air quality and emissions from boilers and generators
- Manage liquid waste in WWTP before it is used in plantations
- Carry out regular machine maintenance.
- Optimizing the use of fertilizer according to recommendations
- Use of fibers and shells in PKS to reduce diesel.

Plans to reduce or minimize have been implemented and monitored as explained in RKL-RPL semester II the year 2021 and Semester I year 2022. According to RKL-RPL report, the company conducted routine environmental quality test regularly once in three to six months for the following parameters:

- Wastewater quality testing
- Ambient air quality testing
- Air quality testing (generator, boiler)
- Stench quality testing
- Noise (machinery) testing
- Building shock vibration testing
- River water quality testing (biological/plankton/bentos, chemical compounds)

The company has conducted emission tests from boilers and generators, as well as ambient air quality which will be carried out in semester 1 of 2022 by a KAN-accredited laboratory (LP-195-IDN). Based on the results of the document review, it is known that the results of the assessment have complied with the provisions stipulated by the Government.

Putera Manunggal Perkasa POM have been implemented fossil fuel reduction by fiber/shell usage for the boiler. Fiber/shell was produced from Free Fruit Bunch waste production and being storage in certain area to be reused as a backup fuel for boiler. This activity has been included in the RKL-RPL document as mentioned in Indicator 7.9.1.

Based on the explanation above, it is known that the company has identified significant pollutants and implemented reduce and minimize action use while monitored the results of quality testing of certain parameters as listed in the RKL-RPL document.

Status: Comply

7.11

Fire is not used for preparing land and is prevented in the managed area.

7.11.1

In carrying out land clearing, PT PMP and PT PPM have SOP Land Clearing with Zero Burning with document number SOP-AGR-03 on 1 August 2013. In addition, the Unit of Certification also has SOP-EHS-05 July 1, 2021 edition entitled SOP for Land, Estate and Forest Fire Control. The procedural document explains the mechanism for land clearing without burning (Zero burning). One of the mechanisms described for carrying out zero burning is by clearing two planting lanes using mechanical means such as using a bulldozer and chainsaw. Leftover wood waste and dry leaves are collected along the planting rows with the aim that the wood and remaining leaves can increase the organic matter content due to natural wood decay to increase soil fertility.

Based on a document review and field observations, it is known that when the company clears the land, it does not use land burning. Minutes of land clearing owned by the company in 2017 were carried out mechanically without burning. This is proven by the results of field visits to the plantations owned by PT PMP and PT PPM where there was no indication of land clearing by burning around the operational area of the certification unit.

7.11.2

The unit of certification performs fire prevention and control measures for managed land through the following activities:

- Establish an emergency response team to handle fire emergencies. The company has an emergency response team for each estate and mill.
- Having emergency response facilities and infrastructure for preventing and overcoming land fires. Like having a fire control POSKO, with monitoring teams (patrols) and fast-moving firefighters.
- Construction of monitoring towers, monitoring the condition of the monitoring towers periodically and conducting routine patrols.
- Carry out early detection or implement a weather and hotspot information system as well as an intensive fire monitoring system during the dry season to support an early warning system.
- Make fire warning signs and signs of fire-prone areas in strategic locations that are frequently passed by so that they are easy to see and understand.
- Make ponds as a source of water as needed.
- Conducting training for firefighters on firefighting techniques and strategies from burnt locations and surroundings.
- Conducting the formation of a Fire Care Community for the community around the company's operational area. MPA is involved in fire control, monitoring, reporting, training, simulation and education activities related to prevention and control.
- The unit of certification has also identified post-fire response actions (in the event of a fire) such as recovery actions for victims and recovery actions for company facilities.
- Reporting on Fire Prevention and Control Efforts for PT PMP's Forest Land and Factory on July 18 2022 and for PT PPM on July 20 2022. The report explains the historical background of land clearing without burning in the company, identification of hotspots/fire-prone points , preventive actions, countermeasures, emergency response team, formation of MPA, monitoring of fire infrastructure, cooperation with relevant agencies in fire prevention and control.

The Unit of Certification conducts a Fire Simulation at least 1 time a year involving workers and the public who inform them regarding the Fire Triangle, Types of objects that can extinguish fires in the surrounding environment, practice of extinguishing fires using an *alkon* machine and wet sacks, PPE needed when extinguishing fires .

- Fire Prevention Simulation Using Nearby Equipment at the Division A/1 location on 21 May 2022 which was attended by 8 workers.
- Fire Prevention Simulation using APAR in Division C/3 on 21 May 2022 which was attended by 11 workers.
- Fire Extinguisher Simulation using Wet Sacks and Hoses and *Alkon* on 9 June 2022 attended by 9 workers and on 1 June 2022 attended by 10 workers.
- Fire Fighter Team Simulation at Hexagon PT PMP on April 2 2022 which was attended by 17 Fire Fighter members.
- Conduct socialization of land fires to the surrounding community, for example, which was carried out on 11 September 2021 which was attended by 20 participants.

Based on the results of field visits to three different locations, namely the Hydrant simulation at PKS, the fire pump simulation at the Cenderawasih Estate and Kasuari Estate housing, the auditor team conducted a fire extinguisher simulation to ensure the readiness of the fire extinguisher to function properly. The simulation results show that the fire extinguisher at Kasuari Estate is damaged and cannot function. This has been clarified by the company and immediately taken corrective action by the company. Where when the simulation was carried out again on the tool, it was found that the tool had returned to function properly. Based on the field visit, it was found that the PT PMP and PT PPM fire task force teams were able to carry out the simulation well.

7.11.3

The Certification Unit has involved stakeholders in locations around the company's operational areas in fire prevention and control activities by conducting socialization on land fire control to the community, for example on September 11 2021 which was attended by 20 participants. In addition, the company has directly involved the community through the MPA (Fire Concerned Community) program in Benada Village and Sumano Village, Kais District, Sorong Selatan District, Papua Barat Province, to be involved in fire control, monitoring, reporting, training, simulation and education related to fire prevention and control. The appointment of 21 MPA members was approved through a Decree from the Government of Sorong Selatan District, Kais District, Papua Barat Province.

Status: Comply

7.12

Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

7.12.1

The unit of certification conducted NPP in 2014 with a coverage of ±22,295.28 Ha for PT PMP and ±32,025.14 Ha for PT PPM and notification of NPP was submitted to the RSPO website on 24 July 2014 (PT PMP) and 29 September 2014 (PT PPM). Land clearing was carried out after the NPP process was completed with the distribution of planting years from 2015 to 2018.

The company has sent an Email template for the preparation of the Zero Disclosure to RSPO Compensation report (rspocompensation@rspo.org) on 16 July 2014 and was responded to by RSPO Compensation on 17 July 2014 by Dillon Sarim (RSPO Compensation Coordinator).

7.12.2

PT PMP is known to have identified and assessed HCV areas in 2013 where the study was conducted on 11-28 November 2013 by an assessor from PT Fodec Khatulistiwa who had received approval from the RSPO. PT PPM has carried out identification of HCV areas on 25 September – 5 October 2011 and 9-12 August 2014 which were carried out by PT Fodec Khatulistiwa with peer review results that have been approved and received approval from RSPO (RSPO Approve Assessor).

In 2015, PT PMP and PT PPM again conducted an HCV study with a new Assessor (Assessor License Scheme), namely the Malaysian Environmental Consultant (MEC) who already has a license from the HCV-RN (High Conservation Value – Resources Network) to conduct an ongoing review of conservation areas. periodic.

In January 2021, the company again carried out PT PMP and PT PPM HCV Upgrade Versions which were carried out by MEC. This is done with the aim of evaluating and updating HCVs 1, 2 and 3 that still exist in PT PMP and PPM by assessing the types of vegetation, as well as flora and fauna found. HCV 4 will also be assessed through direct observation of environmental aspects, maps and other secondary data. Meanwhile, HCV 5 and 6 will come from social surveys.

Data collection activities were carried out from 2018 to 2020. The scope of the HCV upgrade was carried out only in areas that are the scope of certification (not based on HGU owned), namely PT PMP covering an area of 11,300.36 Ha and PT PPM covering an area of 9,067.56 Ha.

Based on the results of the HCV upgrade, the company determined that the HCV area at PT PMP was 5,828.69 Ha (which included the release of 1.7 Ha from the initial area of 5,830.39 according to IM 002/COO/IM-SCD/X/2021) consisting of HCV 1, HCV 2, HCV 3, HCV 4, HCV 5, and HCV 6. Meanwhile in PT PPM the designated area is 4,490.47 Ha consisting of HCV 1, HCV 2, HCV 3, HCV 4, HCV 5, and HCV 6.

Based on the explanation above, the total area identified for HCV for the Certification Unit (PT PMP and PT PPM) is 10,319.16 Ha.

Based on document verification, it is known that the HCV areas identified by the RSPO Approve Assessor and ALS (Assessor License Scheme) are committed by the company in managing the HCV areas in these areas. Based on the results of interviews with the Conservation PIC, it is known that the management of the HCV area plans to involve the community in a partnership to carry out education, training and handling to protect the conservation area from destruction and so that it remains sustainable and its existence is not disturbed. This partnership is also based on recommendations from BKSDA and KLHK when conducting a field visit to PT PMP and PT PPM conservation areas in 2022. Planning for the partnership is still in verbal form and is in the process of documenting management plans for its realization in the future.

7.12.3

Based on the notice on the RSPO website it is known that the High Forest Cover Landscapes and High Forest Cover Countries have not been established by the RSPO. So that this standard has not yet been assessed.

7.12.4

PT PMP and PT PPM already have an HCV management plan which is contained in the 2022 Conservation Management Plan document and has been supplemented by a timeline for the implementation of these management activities which includes:

1. Conservation area management, which consists of activities:

- Biodiversity inventory (Fauna)
- Orchid Nursery Care
- Socialization of HCV areas to employees, communities & contractors
- Control of legumes
- Manufacture and installation of HCV Signboards
- Manufacture and installation of HCV stakes
- Widening of the orchid nursery
- Installation of socialization media in the form of posters

2. Conservation area monitoring, which consists of activities:

- Monitoring/Patrolling of HCV areas
- Monitoring/patrol of employee housing
- Monitoring and treatment of signs (HCV benchmark & signboard)

3. Socialization, which consists of activities:

- Dissemination of conservation education to the community in Sumano and Kais Villages
- Socialization of Conservation to Contractors

4. Partner activities, which consist of:

- Make a report on conservation management to BKSDA
- Supporting conservation materials for RKL_RPL reports
- Supporting conservation materials for LPUP reports

5. Project, which consists of activities:

- Maintenance of the Katemahere Jungle track
- Installing a QR Code on the Katemahere Jungle Track

The company has also conducted a review of the management of High Conservation Value Areas which was carried out in 2018. This activity was carried out to analyze opportunities and challenges to the identified potential HCVs with the hope that they will become input for the 2021-2022 HCV management plan. This activity was carried out by involving stakeholders such as the BKSDA, the surrounding village community, and employees.

Companies can show records of HCV management carried out in the 2022 period, for example:

- Dissemination of management of HCV and HCS areas, Conservation Policy, protection of flora and fauna on 23 April 2021 to 6 communities from Kampung Sumano.

- Socialization of the Conservation Policy and Signing of the Minutes of Field Verification of the HCV & HCS areas by the Regional Government of Maybrat on 21 September 2022 which was attended by 17 participants.
- Dissemination of management of HCV and HCS areas, Conservation Policy, protection of flora and fauna on 16 June 2021 to 32 employees.
- Joint Agreement Meeting on Efforts to Maintain and Increase HCV & HCS Area Value on March 19, 2022 for the Benawa Village community.
- The company signed a Joint Commitment in Efforts to Maintain and Increase the Value of HCV and HCS Conservation Areas on March 19, 2022.
- Results of animal inventory for semester I of 2021, semester II of 2021 and semester I of 2022. The inventory results show 3 types of protected mammals (Minister of Environment and Forestry Regulation No. 106 of 2018) such as tree cuscus, ground kangaroo, and Timor deer; 26 types of protected birds (Ministry of Environment and Forestry Regulation No. 106 of 2018) for example the Great Yellow-crested Cockatoo, Black-headed Lorikeet, Great Egret, Double-waisted Cassowary, Long-tailed Eagle, Whistling Eagle, Silver Egret, etc.; 4 types of protected reptiles (Ministry of Environment and Forestry Regulation No. 106 of 2018) such as the Irian Crocodile, Conrow Python, Python Python, and Irian Rainbow Python.
- Results of HCV monitoring activity patrols for the 2021-2022 period. The HCV monitoring results show that during the January-September 2021 period there were no disturbances in the HCV areas such as logging activities, bird shooting activities, land burning, fish poisoning, illegal mining, fertilizing and spraying along the river border area.

In addition to studying the HCV areas, the company has also conducted studies related to the HCS/HCS areas around the company's operational areas, even though the HCS is outside the scope of the certification unit. The HCS study was first conducted in 2020 by MEC with the results of the study stating that there was an area of 3,003.99 Ha which was identified as the HCS/HCS area. Then a review will be carried out again in 2021 with the addition of the HCS area so that the total additional area becomes 3,518.38 Ha.

The results of the identification of HCS areas and HCV areas become the basis for management recommendations and the formulation of management programs for these HCS and HCV areas. Based on the results of field visits to the Division 7 conservation area in Block C16/D16, block F23, Block D9 Cenderawasih Estate, to Division 4 in Rawa Sago Block C/B43, Dry Sago Area Block C/B42 and the Katemahere Metamani Estate Jungle Track Conservation Area, The Kafehiri River in Block I37 Kasuari Estate, and HCV 6 Mangga Bacan, as well as a visit to the HCS 1 area with an area of 3,003.99 Ha, it is known that the condition of the HCV and HCS areas is in good condition, not polluted, its naturalness is still maintained, and has been marked with boundary markers as well as HCV location warnings and information prohibiting hunting, logging, destroying, burning and planting oil palm around the area.

Based on the results of interviews with PT PMP and PT PPM workers, it is known that workers understand the existence of conservation areas and prohibitions on what cannot be done to preserve the conservation areas.

7.12.5

There are HCV areas that are outside the scope of certification but within the company's concession. The company remains committed to managing areas that are outside the scope of certification but within the HGU that are designated as HCV areas. In addition, the company has also made a commitment with the surrounding community to maintain the integrity of the conservation area and protect the flora and fauna. Companies can demonstrate this commitment which was made on 19 September 2019 between the company and Kampung Sumano and 19 March 2022 with Kampung Sumano. This commitment was agreed upon by the village head of Sumano and 12 community representatives. The commitments are as follows:

- Maintaining the integrity of the conservation area that has been determined by the Company
- Will not disturb the conservation area as determined by the company
- Participate in maintaining the sacred sites that have been determined by the company
- Participate in preserving protected flora and fauna species in the company's conservation areas.

Based on the results of interviews and public consultations with the community and related agencies, it is known that

there are no HCV areas that overlap with community areas. Based on the results of the company's HCV identification, for the HCV area, specifically the determination of the HCV 6 area, the company determined the area based on information and community requests. As is the case with PT PMP's HCV 6 areas, namely Kasuari Estate and Cenderawasih Estate. As a commitment to the surrounding community for a long period of implementation of the management and protection of conservation areas, the company regularly encourages community involvement in the maintenance and management of these conservation areas.

7.12.6

The unit of certification in protecting rare, threatened and RTE species has PT ANJ's protected plant and animal protection procedures which were signed by the Director of Sustainability on March 1, 2021 which explains the prohibition to take, catch, maintain, injure or kill protected animals and plants in the company's area. . In this procedure, sanctions are explained such as whoever violates the procedure will be subject to disciplinary sanctions in the form of giving the first warning letter (SP 1), Second Warning Letter (SP2), Third Warning Letter (SP3), up to termination of employment (PHK) and will be reported to the authorities.

The company, in involving employees in monitoring flora and fauna, has created the Citizens Science or ANJ-PENDAKI (ANJ-Caring for Biodiversity) program as a method for inventorying the distribution of flora and fauna in the company area. Each worker is given the opportunity to fill out an observation form related to the flora and fauna he encounters around the company's operational area. The form is then submitted to the company's conservation department for review and recording for the creation of a data bank on the results of monitoring the existence of these flora and fauna. There is a reward system for the most active workers and the most who submit observations in the field to the company's conservation department. This aims to increase employee interest and concern for the preservation of biodiversity around the company area.

Programs to educate the workforce on a regular basis regarding the status of RTE species are carried out by the company by conducting outreach to employees and the community. Companies can show socialization records, for example:

- Dissemination of management of HCV and HCS areas, Conservation Policy, protection of flora and fauna on 23 April 2021 to 6 communities from Kampung Sumano.
- Dissemination of management of HCV and HCS areas, Conservation Policy, protection of flora and fauna on 16 June 2021 to 32 employees.
- Socialization of the Conservation Policy and Signing of the Minutes of Field Verification of the HCV & HCS areas by the Regional Government of Maybrat on 21 September 2022 which was attended by 17 participants.
- Dissemination of management of HCV and HCS areas, Conservation Policy, protection of flora and fauna on 16 June 2021 to 32 employees.
- Joint Agreement Meeting on Efforts to Maintain and Increase HCV & HCS Area Value on March 19, 2022 for the Benawa Village community.
- Dissemination of Conservation Policy, Protection of Flora-Fauna, ANJ-Hiker & HCS on 10 June 2022.

Based on the results of interviews with workers, it is known that workers understand that there is a policy to protect protected flora and fauna. Workers are prohibited from catching and hunting animals and are prohibited from trading protected animals. In addition, the results of field observations in the employee housing area revealed that there were no animals kept by employees. This proves that the animal protection policy has been understood by employees.

7.12.7

Based on the results of a document review and the results of public consultation with the Environmental Services of Sorong Selatan District and Maybrat District, it is known that the company does not own an area that is identified as a peat area, so it has no obligation to manage peat areas..

Based on the results of a study of the company's Conservation documents, it is known that the company has carried out several activities as an effort to protect HCV, peat areas and RTE species. The results of monitoring carried out by the company are for example as follows:

- a. Conservation patrols/monitoring (hunting, captive breeding, germplasm, muccuna brachteata). Evaluation results Muccuna control activities have reached the target but inconsistent activities are carried out in the specified month. This is due to the lack of manpower and high rainfall causing activities to adjust to the weather and the availability of manpower. The follow-up carried out by the company is good coordination with the estate for routine muccuna control activities.
- b. Conservation disturbance patrols (hunting, snaring, sources of fire, pollution, timber harvesting). Evaluation Results Realization of activities in accordance with the plan. Follow-up by the company is the program will be held again in 2023.
- c. Installation of the New Conservation sign board and maintenance. Evaluation results Lack of wood materials and locations that are difficult to reach because it is a deep swamp. The follow-up action taken by the company is a wood procurement plan made at the beginning of the year & coordination with the Civil team for the provision of materials and reporting regarding site conditions where signboards cannot be installed.

Based on the explanation above, in general the results of monitoring the HCV area including the presence of RTE species are in accordance with the company's HCV management plan.

7.12.8

All oil palm plantations of PT Putera Manunggal Perkasa and PT Perkasa Putera Mandiri were developed after November 2005, namely in 2015, 2016, 2017 and 2018. The company has carried out a New Planting Procedure (NPP) in 2014 with a coverage of ±22,295.28 Ha for PT PMP and ±32,025.14 Ha for PT PPM as well as NPP notifications have been submitted to the RSPO website on 24 July 2014 (PT PMP) and 29 September 2014 (PT PPM). There were no complaints until 30 days after notification so that the plantation development process could continue (On Going NPP, 2010).

The company (PT PMP) has identified and assessed HCV areas in 2013 where the study was conducted on 11-28 November 2013 conducted by PT Fodec Khatulistiwa with an assessment team chaired by Ir. Junser Naibaho (RSPO Approved). This report was carried out by a Public Consultation in Womba Village on November 22 2013, and in Teminabuan on November 26 2013. As for the Peer Review of the HCV report, it was conducted by Reviewer Ir. Kresno Dwi Santosa. Whereas for PT PPM the identification of HCV areas, the study was conducted on 25 September – 5 October 2011 and 9-12 August 2014 with an assessment team chaired by Ir. Nyoto Santoso (RSPO Approved). Peer Review of the HCV report has been carried out by Reviewer Dr. Jarwadi Budi Hernowo.

Based on the document review, it is known that the company's land clearing was carried out after an HCV identification study was carried out. In addition, the results of field observations at both PT PMP and PT PPM conducted during the assessment activities revealed that there were no HCV areas planted with oil palm and no HCV areas cleared by the company. The company has sent an Email template for the preparation of the Zero Disclosure to RSPO Compensation report (rspocompensation@rspo.org) on 16 July 2014 and was responded to by RSPO Compensation on 17 July 2014 by Dillon Sarim (RSPO Compensation Coordinator).

	Status: Comply
--	-----------------------

3.2 Conformity Checklist of Certificate and Trademark Use

1.	Evidence of permission or approval certificate and trademark from Certification Body which submitted by Client	X or √
ASA-1	Certificate holder were not use the certificate and trademark whether on-product or off-product	√
	Status: Comply	
2.	Implementation of certificate and trademark used by Client comply with size and type (shape) against Guideline of trademark Use	X or √
ASA-1	Certificate holder were not use the certificate and trademark whether on-product or off-product	√
	Status: Comply	
3.	Implementation of Certificate and Trademark is not used on product	X or √
ASA-1	Certificate holder were not use the certificate and trademark whether on-product or off-product	√
	Status: Comply	
4.	Controlling of Certificate and Trademark, including withdrawing inappropriate trademark.	X or √
ASA-1	Certificate holder were not use the certificate and trademark whether on-product or off-product	√
	Status: Comply	

3.3 Summary of RSPO Partial Certification.

Compliance of the uncertified management units of PT Austindo Nusantara Jaya Agri against the rules for partial certification was determined through Self-Assessment in accordance with RSPO Certification System clause 4.2.4. A summary of findings is as stated below.

PT Austindo Nusantara Jaya Agri Time Bound Plan (TBP) is explaining in table section 1. PT Austindo Nusantara Jaya Agri has run five (5) mills and eight (8) management unit Estates in Indonesia. All mills and estates are operated in Indonesia. PT Austindo Nusantara Jaya Agri has informed the TBP progress through head office in Indonesia.

MUTU has verified partial certification for un-certified unit's subsidiary of PT Austindo Nusantara Jaya Agri based on their Time Bound Plan. There are four (4) uncertified management unit of PT Austindo Nusantara Jaya Agri. MUTU Auditor verified positive assurance against the company internal audit and supporting evidence as well as any information from others sources.

MUTU Auditor has verified company partial certification and concludes that:

- There is no significant land conflicts which have not been declared above
- The company has follow RSPO requirement related to New Planting Procedure and Remediation and Compensation Procedure.
- There is no labour disputes that are not being resolved through an agreed process
- All plantations established since 2005 have been done so in accordance with the applicable laws of the country and that there is no evidence of non-compliance with law in any of the non-certified holdings which has not been declared above

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
2.1.1	Did the company conduct an internal audit? If so, has a positive assurance statement been produced?	<p>Company statement : The company are already doing internal audits.</p> <p>Auditor verification: Internal Audit for uncertified management unit</p> <ul style="list-style-type: none"> • PT Galempa Sejahtera Bersama has been conducted Internal Audit on 10 – 14 November 2021 • PT Austindo Nusantara Jaya Tbk until now not developed and propose for carbon project.
2.1.2	No replacement of primary forest or any area identified as containing High Conservation Values (HCVs) or required to maintain or enhance HCVs in accordance with RSPO criterion 7.3 (it has changed be Criterion 7.12 in P&C 2018)	<p>Company statement: The company has been reporting disclosure and zero liability to RSPO. Progress result of review LUCA at follow up by email to RSPO.</p> <p>Auditor Verification : ANJA and its subsidiaries have been reporting disclosure and zero liability to RSPO by email dated August 24, 2015. The validation progress of Remediation and Compensation Plan (RaCP) for the area opened since November 1, 2005 without preceded by the identification of HCV in accordance with RaCP Procedure will be observed again on the next visit audit.</p> <p>Email from RSPO Secretariat on 21 October 2019 about RaCP Progress for PT Austindo Nusantara Jaya Agri –</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
		<p>ANJ Siais POM, stated "after the internal review of the case and the request from ANJA SIAS, the Secretariat agrees to allow the extension for 12 months to close the NC. This means that the compensation plan should be approved by the next surveillance audit"</p> <p>Public Announcement Re-Audit PT Kayung Agro Lestari – Kasai POM (email from RSPO on 13 September 2019) via email) stated "Please note this unit are in the midst of their LUCA review process"</p>
2.1.3	Any new plantings since January 1 st 2010 must comply with the RSPO New Plantings Procedure.	<p>company statement: NPP has been applied</p> <p>Auditor Verification :</p> <ul style="list-style-type: none"> • PT Galempa Sejahtera Bersama, NPP date of notification on May 2, 2014 • PT Austindo Nusantara Jaya Tbk until now not developed and propose for carbon project.
2.1.4	Land conflicts, if any, are being resolved through a mutually agreed process, such as the RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO criteria 2.2, 6.4, 7.5 and 7.6 (it has changed be Criterion 4.8, 4.7 and 4.5 in P&C 2018).	<p>Company statement: There is land conflict, but there is documented evidence that land conflict has been process for resolution.</p> <p>Auditor verification : The company has had a mechanism for addressing land conflicts, described in the SOP of Handling Differences Opinion with the Community and Dispute Tenure (SOP-Leg-03, Issue 01, dated 1 September 2015),</p>
2.1.5	Labour disputes, if any, are being resolved through a mutually agreed process, in accordance with RSPO criterion 6.3 (it has changed be Criterion 4.2 in P&C 2018).	<p>Company statement: There is no labour disputes</p> <p>Auditor verification : The company has a mechanism for grievance described in SOP Handling of Differences of Opinion with Public and Land Dispute (Document No. SOP-EAD-01; Issue 01/00) dated August 1, 2013.</p> <p>A policy related to confidentiality of informant (whistle-blower) regulated in the SOP of Communication and Provision Information (Document No. SOP-Leg-02, Issue 01/04, dated 1 September 2015), it's mentioned in the section 6 of tis SOP.</p> <p>There is no information from public source and RSPO website on any labour conflict for uncertified unit of the group subsidiaries</p>
2.1.6	Legal non-compliance, if any, is being addressed through measures consistent with the requirements	<p>Company statement: All legal requirement for palm oil plantation has been comply</p>

2.1 Un-Certified Units or Holdings		
Section	Requirement	Concerns to Discuss, if any
	of RSPO P&C criterion 2.1 (it has changed be Criterion 4.2 in P&C 2018).	<p>Auditor verification :</p> <p>PT Galempa Sejahtera Bersama</p> <ul style="list-style-type: none"> • Status of PT GSB based on Forest Area Indicated (TGHK) is Non Forest Designated Area (Area Penggunaan Lain) • Location Permit No. 525/535/KEP/HUTBUNTAMBEN/2012, 20 April 2012 • Plantation Permit No. 525/423/KEP/HUTBUNTAMBEN/2013, 08 May 2013 • HGU on process • Environment Permit No. 211, 2013, dated 06 May 2013 • SEIA No. 210, 2013, dated 1 May 2013 <p>PT Austindo Nusantara Jaya, Tbk.</p> <ul style="list-style-type: none"> • Location Permit No. 12/2011, dated 6 oct 2012. Total area ± 40,000 Ha • Extention of Location Permit No. 74 Tahun 2014, dated 2 sept 2014. Total area ± 40,000 Ha • Converted forest area release by the Republic Indonesia Ministry of Forestry Number No. 131.09/118/B.MBT/2011, Tgl. 12 Oktober 2011 • Plantation Business Permit, According to West Papua Governor Decree No. 525/101/5/2013 Tahun 2013 for 40,000 Ha and 2 x 60 Ton FFB/Hours plant. • Environment Permit PKS 60 X 2 TPH, No. 660/147/7/2013 TAHUN 2013, dated 18 Juli 2013 • SK HGU (Inti), Number. 03/HGU/KEM-ATR/BPN/2015 dated 02 April 2015, 30.515,75 Ha

3.4 Identification of Findings, Corrective Action, Observations, Opportunity for Improvement and Noteworthy Positive Components.

3.4.1. Identification of Findings, Corrective Actions and Observations at IC Assessment

NCR No.	: 2021.01	Issued by	: Rahmat Abdiansyah
Date Issued	: 03 November 2021	Time Limit	: 02 November 2022
NC Grade	: Major	Date of Closing	: 18 November 2021
Standard Ref. & Requirement	3.4.3 The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.		
Evidence observed (filled by auditor): Based on the document review, the following evidences were obtained: PT PMP <ul style="list-style-type: none"> • The company already has an SIA management and monitoring plan for the 2020 period and has been implemented, for example, for the impact of clean water on the people of Kampung Sumano, and the impact of conservation policies. • The company has reviewed/upgraded the SIA management and monitoring plan for 2021 which was prepared by the Malaysian Environmental Consultant. From the results of the review, there are recommendations for the management and monitoring plan of SIA for 5 years and an evaluation will be carried out every 2 years. • The company has developed an SIA management and monitoring plan based on the results of a review conducted by the Malaysian Environmental Consultant for the period 2021-2022. In the SIA management and monitoring plan for the period 2021-2022, the impact of clean water on the community and the impact of conservation policies are no longer included in the management and monitoring plan. However, the company has not been able to show evidence of the impact of clean water and the conservation policy has been monitored and justified the successful management of social issues from the impact of clean water and the conservation policy. PT PPM <ul style="list-style-type: none"> • The company already has an SIA management and monitoring plan for the 2020 period and has been implemented, for example, for the impact of the village lighting issue, and clean water facilities. • The company has reviewed/upgraded the SIA management and monitoring plan for 2021 which was prepared by the Malaysian Environmental Consultant. From the results of the review, there are recommendations for the management and monitoring plan of SIA for 5 years and an evaluation will be carried out every 2 years. • The company has developed an SIA management and monitoring plan based on the results of a review conducted by the Malaysian Environmental Consultant for the period 2021-2022. In the SIA management and monitoring plan for the 2021-2022 period, the impact of the village lighting and clean water issues is still contained in the management and monitoring plan. However, the company has not been able to show evidence that the impact of the village lighting and clean water issues has been monitored and the justification for the successful management of social issues from the impact of village lighting and clean water. Non-Conformance Description (filled by auditor): PT PMP Based on this evidence, the company has not been able to show evidence of social impacts listed in the 2020 SIA management and monitoring plan, the level of success of its management has been monitored and the follow-up to the results of the monitoring carried out. PT PPM			

Based on this evidence, the company has not been able to show evidence of social impacts listed in the 2020 SIA management and monitoring plan, the level of success of its management has been monitored and the follow-up to the results of the monitoring carried out.

Root Cause Analysis (filled by organization audited):

The personnel responsible for the management of the SIA (CID staff) do not yet understand how to monitor the 2020 SIA management and monitoring plan and ensure the success rate of its management and follow-up on the results of the monitoring carried out.

Correction (filled by organization audited):

1. Carry out monitoring of the 2020 SIA management and monitoring plan and ensure the success rate of its management and follow-up on the results of the monitoring carried out.
2. Provide participatory evidence on the level of success in monitoring compliance with aspects of the SIA recommendations.

Corrective Action (filled by organization audited):

- Carry out training to Personnel who are responsible for the management of SIA (CID Staff) on how to implement the monitoring of the SIA management plan and monitoring and ensure the level of success of its management as well as follow up on the results of the monitoring carried out.
- Include in CID's annual work program related to monitoring activities of the SIA management plan and monitoring and ensure the success rate of its management and follow-up in a participatory manner.

Assessor Evaluation and Conclusion (filled by auditor):

Auditor Verification November 6, 2021

The company has sent proof of improvement in the form of an explanation of the Root Cause Analysis, Corrections, and Corrective Actions. However, there are still some notes and questions from the Auditor that must be explained by the Company. In addition, the Company also needs to send evidence of supporting documents as corrections to non-conformities and as corrective actions taken. Based on this explanation, the discrepancy in this indicator is stated to be **still Not Fulfilled**.

Auditor Verification November 18, 2021

The company has sent proofs of repairs as follows:

- Evaluation of PT Permata Putera Mandiri's 2020 SIA management and monitoring plan conducted on November 13, 2021. The evaluation explains the realization of the management plan activities, success rate, and follow-up to the 2020 SIA management and monitoring plan, for example from conservation policies (hunting ban) which has been evaluated, clean water facilities have been evaluated and the company continues to program clean water facilities in the village, the workforce has been evaluated and follow-up will be carried out according to the company's needs by prioritizing the surrounding community.
- Evaluation of PT Putera Manunggal Perkasa's 2020 SIA management and monitoring plan conducted on November 13, 2021. The evaluation describes the realization of the management plan activities, success rates, and follow-up to the 2020 SIA management and monitoring plan.
- A questionnaire evaluating the success rate of management and monitoring of PT PPM and PMP SIA activities in 2020 consisting of Puragi Village, Sumano Village, and Benawa Village. The questionnaire was represented by several community members and workers such as the Village Head, Youth Leader, Pastor, Wholesale Head, Tua Marga, and the village secretary.
- Recapitulation of Questionnaire Results Evaluation of the 2020 SIA management and monitoring plan for PT Permata Putera Mandiri and PT Putera Manunggal Perkasa.
- Documentation of the evaluation of the 2020 SIA management and monitoring plan and the 2021 Management plan in Sumano Village, Benawa Village, and Puragi Village on 11-12 November 2021.
- Training Evaluation of Participatory AIS management and monitoring conducted on 11 November 2021 for CID Staff facilitated by the CID Manager. This activity is carried out as a corrective action from the company.

- 2021 CID annual Work Program for Evaluation of the Success of SIA Monitoring & Management and its Participatory Follow-up.
- Root cause analysis, corrections, and corrective actions that have been corrected based on the Auditor's questions and comments.

Based on the evidence of improvement sent by the Company, the non-conformity in this indicator is declared to have been **Fulfilled**.

Verified by : Rahmat Abdiansyah

NCR No.	: 2021.02	Issued by	: Hasiholan Sihombing
Date Issued	: 3 November 2021	Time Limit	: ASA-1
NC Grade	: Minor	Date of Closing	: 18 November 2021
Standard Ref. & Requirement	<p>6.7.2 Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p>		
<p>Evidence observed (filled by auditor):</p> <ul style="list-style-type: none"> • The company has a Work Accident First Aid SOP (SOP-EHS-PMP-058 which has been in effect since February 2020) where the procedure explains that first aid equipment monitoring is carried out once a month. • The results of monitoring the first aid equipment brought by the fertilizer foreman and slashing foreman of Kasuari Estate in September 2021 were declared complete but there was no information regarding the monitoring of the expiration date of the first aid equipment. • The results of the field visit at Kasuari Estate block H27 Division B and block G11 Division E, in the first aid bag brought by the fertilizer foreman and slashing foreman found povidone iodine which had expired on September 5, 2020. • The company showed the minutes of the handover on 30 October 2021 for povidone iodine with an expiration date of 10 December 2023 to the fertilizer foreman of Division B and the slashing foreman of Division E Kasuari Estate, which showed that the povidone iodine in the 2 foremen had not been monitored for expiration in the monitoring period until September this 2021. 			
<p>Non-Conformance Description (filled by auditor):</p> <p>Based on this evidence, it was concluded that there were first aid kits (mobile) that had expired and were not monitored by the company in accordance with existing procedures.</p>			
<p>Root Cause Analysis (filled by organization audited):</p> <ol style="list-style-type: none"> 1. The First Aid Kit (mobile) monitoring form still only accommodates monitoring of the amount of drug availability, does not accommodate monitoring for the expiration date of the drug 2. The first aid training that has been carried out on 3-5 April 2021 still includes first aid treatment and monitoring the amount of medicine only, it has not accommodated monitoring the expiration date of drugs. 			
<p>Correction (filled by organization audited):</p> <ol style="list-style-type: none"> 1. Check and replace expired drugs on the first aid kit (mobile). 2. Submit expired drugs to hazardous waste warehouse. 			

3. Replace the previous first aid kit monitoring form with a new first aid kit monitoring form that has accommodated the expiration date of the drug.
4. Refreshing the first aid kit (mobile) training on how to handle first aid and monitoring the amount of medication and the expiration date of the drug.

Corrective Action (filled by organization audited):

1. Revise the First Aid Kit (mobile) drug monitoring form which has included the expiration date of the drug, which is carried out by the first aid kit officer and checked by the Assistant and the Clinic.
2. Carry out training for first aid kit (mobile) officers on how to use and monitor first aid kit (mobile) drugs.
3. Carry out socialization to Assistants to monitor the results of the first aid kits monitoring carried out by the foreman.

Assessor Evaluation and Conclusion (filled by auditor):

Auditor Verification November 6, 2021

The company has sent proof of improvement in the form of an explanation of the Root Cause Analysis, Corrections, and Corrective Actions. However, there are still some notes and questions from the Auditor that must be explained by the Company. In addition, the Company also needs to send evidence of supporting documents as corrections to non-conformities or as corrective actions taken. Based on this explanation, the discrepancy in this indicator is stated to be still **Not Fulfilled**.

Auditor Verification November 18, 2021

The company has sent proof of improvement in the form of an explanation of the Root Cause Analysis, Corrections, and Corrective Actions. The company has also sent supporting documents related to evidence of repairs made by the company, such as:

- Revised First Aid SOP, in the SOP there are revisions related to the responsibilities of first aid workers and monitoring activities for first aid content.
- Revised first aid kit monitoring form.
- Evidence of the implementation of first aid training activities to first aid workers on November 11, 2021
- Minutes of handover of consumables/expires on November 11, 2021
- Medical waste handover letter to hazardous waste warehouse on November 12, 2021
- Evidence of the implementation of the monitoring mechanism for the use of the first aid kit training activities to Assistants and Managers.

Based on this explanation, the discrepancy in this indicator can be declared as **Fulfilled**.

Verified by	:	Hasiholan Sihombing
--------------------	----------	----------------------------

3.4.2. Identification of Findings, Corrective Actions and Observations at ASA-1 Assessment

NCR No.	: 2022.01	Issued by	: Kiki Fadli
Date Issued	: 12 November 2022	Time Limit	: Next Surveillance
NC Grade	: Minor	Date of Closing	: 10 December 2022
Standard Ref. & Requirement	: 3.3.2 A mechanism to check consistent implementation of procedure is in place.		
<p>Evidence observed (filled by auditor):</p> <ul style="list-style-type: none"> The company shows Internal Memorandum No. 015/ANJT/HRCM/IM/IX/2022 concerning power expert provisions which explain in point 10, namely that HROs are required to supervise power expert companies that work with companies for their compliance with applicable labor norms. The company shows work agreement with contractors, for example the company's cooperation with the Kerekano Cooperative with No. 083/PT.PMP-SPKB/LOKAL/DIVISION E/X/2022 which states in article 4 point 2 that the second party/contractor must comply with laws and regulations as well as a statement letter from the contractor that is committed to waste management according to laws and regulations. Field visits to contractor PT WHJ's housing at the Gaina Estate central workshop and Division 1 Kasuari Estate, found burnt trash, oil spills in the generator room and hazardous and toxic waste scattered such as used batteries, filters and stacks of ex-fuel drums. Field visits to operational activities, namely: <ul style="list-style-type: none"> Division 5 Cenderawasih Estate in the EFB application activity found 2 Kerekano Cooperative contractor workers with the initials JOF and JON, but one of the workers did not wear PPE such as boots and the company could not show work agreement workers, Social Security Agency registration and proof of wages. Gaina Estate Division 2 found 9 longginus mbani contractor workers in fertilizer activities, but from the sample with the initials TD and RS, the company was unable to show workers' work agreement, ID Card, Social Security Agency registration and proof of wages. Based on the contractor's legal monitoring document for September 2022, contractor workers for Longginus Mbani with the initials TD and RS and contractor workers for the Kerekano Cooperative with the initials JON have not been registered. Corrections have been made to the contractor's housing at PT PMP by showing photos of cleaning in the contractor's housing area, but the company has not shown any improvements to the contractor's housing environment at Gaina Estate and ensuring that things found during field visits do not happen again to other contractors. 			
<p>Non-Conformance Description (filled by auditor):</p> <p>The company has not been able to consistently ensure the implementation of monitoring of compliance with the implementation of procedures for contractors such as management of hazardous and toxic materials, management of hazardous and toxic waste, work relations for contractor workers and OHS aspects.</p>			
<p>Root Cause Analysis (filled by organization audited):</p> <ol style="list-style-type: none"> Contracting companies do not fully understand hazardous and toxic materials and non- hazardous and toxic materials waste management. The company's supervision of waste management activities by contractor companies is not yet optimal. Monitoring of the use of personal protective equipment (PPE) for contract workers who work in the company area is not yet optimal. Not optimal monitoring of contractor legal compliance (worker's IDE Card, worker agreement letter, Social 			

<p>Security Agency registration, proof of wage) carried out by the company.</p>
<p>Correction <i>(filled by organization audited):</i></p> <ol style="list-style-type: none"> 1. Clean up the contractor's housing environment from spilled hazardous and toxic waste such as used batteries, filters and stacks of ex-fuel drums as well as burnt waste. 2. Sending the contractor company's hazardous and toxic waste to a licensed a temporary storage hazardous and toxic waste in accordance with laws and regulations. 3. Providing training and outreach to all contractor workers regarding the management of hazardous and toxic materials and non- hazardous and toxic materials waste without burning. 4. Perform handover of personal protective equipment (PPE) for contract employees (handover of PPE). 5. Completing the administration of contractor legality such as worker's IDE Card, worker agreement letter, Social Security Agency registration, proof of wage.
<p>Corrective Action <i>(filled by organization audited):</i></p> <ol style="list-style-type: none"> 1. Create a contractor housing monitoring/inspection program. 2. Monitor contractor waste management on a regular basis. 3. Create a training program and socialization of hazardous and toxic materials, non- hazardous and toxic materials and zero burning waste management to all contractor workers 4. Creating a program and monitoring the use of personal protective equipment (PPE) for contract workers. 5. Ensuring that the people working are employees who are registered through the daily attendance list. 6. Create a program to fulfill contractor legality and provide assistance, especially for local contractors. 7. Create a mechanism for imposing sanctions for employees and contractor employees who commit violations of hazardous and toxic materials waste management and burn waste in the company area
<p>Assessor Evaluation and Conclusion <i>(filled by auditor):</i></p> <p>Verification date November 21, 2022</p> <p>The company has sent root cause analysis, correction and corrective action. However, the company has not sent evidence of the corrections and corrective actions that have been analyzed and there are still a number of auditor questions that require further explanation from the company.</p> <p>Based on the above, the non-compliance with this indicator is declared Not Fulfilled.</p> <p>Verification date December 10, 2022</p> <p>The company shows evidence of corrective and preventive actions in the form of:</p> <ul style="list-style-type: none"> • Documentation of hazardous and toxic waste management in the contractor's housing area and handover of hazardous and toxic waste to the company's a temporary storage hazardous and toxic waste. • Socialization of hazardous and toxic waste management to contractors, for example what was done to WHJ contractors on 11 November 2022 with 11 people. • Documentation of PPE handover to contractor workers, for example to Longginus contractors in the form of gloves for 11 fertilizer workers. • Documentation of monitoring inspection of the condition of the contractor's housing area. • Monitoring of contractor workers in the form of worker attendance lists and checking PPE every day. • Compliance program for contractor regulations and documentation of the progress of their fulfillment, such as Social Security Agency registration for contractor workers. • Internal memo regarding garbage and waste management in company areas which instructs hazardous and toxic waste to be sent to licensed a temporary storage hazardous and toxic waste. <p>Based on the above, the discrepancy in this indicator is declared fulfilled and will be observed in the next assessment.</p> <p>Follow up on next audit <i>(filled by auditor):</i></p>

Verified by	:	Kiki Fadli
--------------------	----------	-------------------

NCR No.	:	2022.02	Issued by	:	Firda Tarunajaya
Date Issued	:	12 November 2022	Time Limit	:	10 February 2023
NC Grade	:	Major	Date of Closing	:	3 January 2023
Standard Ref. & Requirement	:	6.7.3 Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.			
Evidence observed (filled by auditor): <p>The company shows operational records in Division F Cendrawasih Estate for the November 2022 period, including:</p> <ul style="list-style-type: none"> - Monthly Work Plan for Palm Oil Harvesting in Block E20 covering an area of 46.05 Ha with 3 Rotations of 109 work days. - Monthly work plan for Weeding Chemist in Block E20 covering an area of 23.03 Ha with 1 Rotation of 23 work days using chemical pesticides Supremo 7 Lt, Triester 6 Lt and Agristik 1 Lt. - Monthly work plan for Chemist circle chemist in Block E20 covering an area of 46.05 Ha with 1 Rotation of 69 work days using Supremo 14 Lt pesticides, Tirester 12 Lt and Agristik 3 Lt. - Daily Work Plan for November 8th, 2022 Palm Oil Harvesting in Blocks E20 and E21 with 15 work days and Circle Chemist in Block E20 with 8 work days - Foreman's Daily Report dated November 8th, 2022 Results of Palm Oil Harvesting in Blocks E20 and E21 with 14 work days with 2,122 FFB and 380 Kg broken FFB and Circle Chemist in Block E20 covering an area of 23 Ha with 8 work days using Supremo pesticide of 6.9 Lt and Triester 5.75 Lt. - Letter of release of Goods dated November 2nd, 2022 Supremo 14 Lt pesticides and 3 Lt Agristik for circle spraying in Block E20 Division F Cenderawasih Estate. <p>From the above data it is known that spraying and harvesting work are carried out at the same time and work location. Based on HIRA No. Doc-PMP-Estate Cenderawasih-02 stipulates that spraying herbicides must use PPE Apron, Chemist Goggles, Rubber Gloves, Masks and Boots. Meanwhile, harvest workers use PPE in the form of boots and safety helmets, but based on field observations, harvest workers at the location use PPE according to harvest activities without considering spraying activities at that location. The management representative stated that this happened due to job rotation in the same month according to the planned Monthly Work Plan.</p>					
Non-Conformance Description (filled by auditor): <p>The company has not been able to show sufficient evidence that workers use Personal Protective Equipment (PPE) in accordance with hazard identification and risk analysis, especially related to two activities with different risk analysis as protection in all operations that have potential hazards, such as pesticide application and harvesting.</p>					
Root Cause Analysis (filled by organization audited): <ul style="list-style-type: none"> - The company has a HIRA document dated March 5th, 2022, but the HIRA document has not regulated a mechanism regarding potential hazards/identification related to work carried out by more than one type at the same location and time. - HIRA socialization has been carried out to Supervisors and Employees on April 5th, 2022 but has not yet covered potential hazards/identification related to work carried out by more than one type at the same location and time 					
Correction (filled by organization audited): <ul style="list-style-type: none"> - Improved the Daily Work Plan Form by adding notes on the types of work that are prohibited from being carried 					

<p>out at the same location and time (Appendix 2.2 Cenderawasih Daily Work Plan)</p> <ul style="list-style-type: none"> - Conduct refresher training / outreach to supervisors and employees regarding potential hazards for work carried out by more than one type at the same location and time. (Attachment 2.3 Work Plan Preparation Training for Foremen and Employees) 	
<p><i>Corrective Action (filled by organization audited):</i></p> <ul style="list-style-type: none"> - Create a mechanism that regulates potential hazards for work carried out by more than one type at the same location and time. (Attachment 2.1 Mechanism for Preparation of Daily Work Plans and Work Matrix) - Carry out socialization to Supervisor to ensure that there is no more than one activity that is not permitted to be carried out at the same location and time in the Daily Work Plan (Attachment 2.4 Training Report for Preparation of Work Plans Supervisor) 	
<p><i>Assessor Evaluation and Conclusion (filled by auditor):</i></p> <p>Verification date 26 December 2022</p> <p>The certification unit has outlined the root cause analysis, corrections and corrective actions to be implemented. However, the certification unit needs to send proof of improvement according to the analysis that has been carried out and there are still Auditor's questions on the root cause, correction and corrective action sections that need to be responded to by the company. In this regard, the non-compliance has not been fulfilled.</p> <p>Verification date 3 January 2023</p> <p>The unit of certification has shown evidence of improvement, namely:</p> <ul style="list-style-type: none"> - Create a mechanism that regulates work carried out by more than one type at the same location and time with different potential hazards - Improved the Daily Work Plan Form by adding notes on types of work that are prohibited from being carried out at the same location and time - Carry out socialization to supervisor to ensure that there is no more than one activity that is not permitted to be carried out at the same location and time in the Daily Work Plan - Conduct refreshment training / Outreach to foremen, staf, employees of Division 7, employees of Division 6, employees of Division 5, employees of Division D and employees of Division 3 regarding potential hazards for work carried out by more than one type at the same location and time. <p>Based on the explanation and description above, this discrepancy is declared fulfilled and will be observed in the next assessment</p>	
<p><i>Follow up on next audit (filled by auditor):</i></p> <p>Follow up saat penilaian audit berikutnya (dिलengkapi oleh auditor):</p>	
<p><i>Verified by</i> Diverifikasi oleh</p>	<p>: Firda Tarunajaya</p>

NCR No.	: 2022.03	Issued by	: Helma Namira/Briyogi Shadiwa
Date Issued	: 12 November 2022	Time Limit	: Next Surveillance
NC Grade	: Minor	Date of Closing	: 5 December 2022
Standard Ref. & Requirement	: 7.3.1.		

A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.

Evidence observed (filled by auditor):

- The company has an SOP for Hazardous Waste Management Number SOP-EHS-13 dated 15 November 2021, Edition 01 rev 00 which explains a number of things as follows:
 - Hand over Hazardous Waste to Hazardous Waste Temporary Storage Manager
 - Technical requirements and medical waste management standards are adjusted to statutory provisions
 - The Hazardous Waste Manager appoints an officer to handle the Hazardous Waste
 - Hazardous Waste officers carry out the preparation of Hazardous Waste in accordance with the provisions and requirements for storing Hazardous Waste
- The SOP for the management of the company's Hazardous Waste states that medical waste management is in accordance with statutory provisions.
- Based on Minister of Environment and Forestry Regulation P.56/Menlhk-Setjen/2015 concerning Procedures and Technical Requirements for the Management of Hazardous and Toxic Waste from Healthcare Facilities, it is stated that "Infectious waste, sharp objects, and/or pathological materials should not be stored for more than 2 days . If stored for more than two days, then stored in the refrigerator or cooler at a temperature of 0°C or lower.
- Based on the results of field visits to the Hazardous Waste Warehouse, Hazardous Central Workshop at Gaina Estate and Kasuari Estate, and at PMP POM's Hazardous Waste Warehouse, medical waste is stored in a box cupboard and placed in a safety box at room temperature.
- Based on PT PPM's manifest no. 0002103 for the date of transportation on April 1, 2022 and the latest minutes of transport of clinical waste with BA number 22014010 on April 9, 2022, received by PT ASA (as the transporter of Hazardous Waste waste) and received by PT PRIA (as the manager of medical waste) , note a few things as follows:
 - Clinical/medical waste is category A waste with waste code A337-1, with a shelf life of 90 days
 - Clinical/medical waste is waste generated from health service activities at health facilities (clinics as level I health facilities) in company areas during the 2021 period from January 2021 to March 2022 in the amount of 30 Kg.
- Based on the PT PMP manifest with number 0002135 for the date of transportation on April 1, 2022 and the latest minutes of transport of clinical waste with number BA 220104009 on April 9, 2022, received by PT ASA (as the transporter of Hazardous Waste) and received by PT PRIA (as a medical waste manager), several things are known as follows:
 - -Clinical/medical waste is category A waste with waste code A337-1, with a shelf life of 90 days
 - Clinical/medical waste is waste generated from health service activities at health facilities (clinics as level I health facilities) in the company area during the 2021 period from January 2021 to March 2022 in the amount of 63.90 Kg.

Non-Conformance Description (filled by auditor):

The company has not been able to ensure that waste management, especially medical waste, complies with applicable regulations.

Root Cause Analysis (filled by organization audited):

The company does not yet have a cooler for storing medical/infectious waste which has a shelf life of more than 2 days at 0°C, so currently it is still stored in temporary storage of hazardous and toxic waste materials at room temperature.

Correction (filled by organization audited):

- Purchase of a cooler or refrigerator as a place to store medical waste at temporary storage of hazardous and toxic waste materials (Appendix 3.1 Purchase Order Freezer PMP and PPM)
- Storing medical waste in a temporary storage of hazardous and toxic waste materials cooler or refrigerator for a shelf life of more than 2 days.

Corrective Action (filled by organization audited):

- Ensuring that the hazardous and toxic materials waste management mechanism has regulated procedures for managing medical waste; it cannot be stored for more than 2 days, if it is stored for more than two days, then it is stored in the refrigerator or cooler at a temperature of 0°C or lower. (Appendix 3.3 Mechanism of Medical Waste Management)
- Conduct refreshment training for medical personnel and hazardous and toxic waste officers regarding storage of medical waste in the coolers provided. (Appendix 3.4 Medical Waste Management Training)

Assessor Evaluation and Conclusion (filled by auditor):

Auditor Team Verification November 21, 2022:

- Determining the root cause of the non-conformity is still not precise at point one, where this point is indirectly included in the company's SOP. You can check again regarding the point which states that the technical regulations and procedures for processing and storing waste follow the applicable regulations, namely Minister of Environment and Forestry P.56/Menlhk-Setjen/2015. So it is not quite right if the mechanism for managing hazardous and toxic waste, especially medical waste, has not regulated the technical management of medical waste, because this information has been included in the SOP indirectly which refers directly to the regulations.
- The determination of the root of the problem in point 2 is also considered inappropriate. Based on the results of interviews with medical officers, it is known that these medical officers understand and know the technical aspects of medical waste storage and management. So that the determination of the root of the problem is not acceptable.
- The root of the problem does not lead to the understanding of the hazardous and toxic waste materials officials, but to the implementation that is not in accordance with the technical requirements stipulated in the said regulation. Please check again the standard requirements needed for the storage of infectious/pathogenic medical waste.
- The correction section is correct, it's just that we ask for documented evidence related to ordering the cooler and proof of the implementation of the use of refrigerators at TPS hazardous and toxic waste to store Medical Waste.
- Corrective action in point one, please clarify how it is implemented now in medical waste storage at licensed temporary storage of hazardous and toxic waste materials. Please also include proof of medical waste storage documentation at the licensed hazardous and toxic waste materials. Corrective action must be able to answer the root of the problem that has been determined by the company. So that the root of the problem is the basis for carrying out corrective actions where in this case, the corrective action has led to the appropriate implementation so that the root of the problem needs to be corrected.
- • Corrective action in point two, if it is still determined as a corrective action please address the root of the problem to be revised. If you continue to use this corrective action, please include a timeline for the implementation of the training and socialization as well as the achievement targets for the success of the socialization and training and for whom it will be implemented.

Based on the information above, the root cause for this discrepancy is not yet acceptable, please revise the determination of the root cause. Corrective actions are expected to show evidence of plans and implementation of corrective actions against the root of the problem. Thus, until all evidence of improvement and its implementation can be submitted documentation to the Auditor team this Nonconformity is declared OPEN.

Auditor Team Verification December 5, 2022:

- Determination of the root cause of points 1 and 2 is correct and acceptable to the auditor team.
- The unit of certification has shown several supporting documents related to corrections and corrective actions to cover the root causes of non-conformities, including the following documents:

- PT PMP Freezer Purchase Order with PO number: 1752009802 on November 29, 2022 with a delivery date statement of November 30, 2022 and has been signed by the Procurement Manager.
- PT PPM Freezer Purchase Order with PO number: 1652006538 on November 29, 2022 with a delivery date statement of November 30, 2022 and has been signed by the Procurement Manager.
- Medical Waste Management Mechanism for PT PMP issued by GM PT PMP through Internal Memo number IM-10-GM-PMP-22 on 17 November 2022. The document explains the technicalities of Hazardous and Toxic Waste Management from Health Facilities referring to the Ministerial Regulation LHK P.56/Menlhk-Setjen/2015, including: ensuring that medical waste cannot be stored for more than 2 days in company-owned health facilities and must be sent immediately to temporary storage of hazardous and toxic waste materials and recorded in the logbook and hazardous and toxic waste materials balance by temporary storage of hazardous and toxic waste materials officers, medical waste which has been stored for more than 2 days. When stored at temporary storage of hazardous and toxic waste materials, it must be stored at a minimum temperature of 0°C using a cooler/freezer. Periodically, the hazardous and toxic waste materials officer must ensure that the refrigerator is functioning.
- Medical Waste Management Mechanism for PT PPM issued by GM PT PPM through Internal Memo number 004/GM/IM/XI/2022 on 17 November 2022. The document explains the technical issues regarding Management of Hazardous and Toxic Waste from Health Facilities referring to the Ministerial Regulation LHK P.56/Menlhk-Setjen/2015, including: ensuring that medical waste cannot be stored for more than 2 days in company-owned health facilities and must be sent immediately to temporary storage of hazardous and toxic waste materials and recorded in the logbook and hazardous and toxic waste materials balance sheet by temporary storage of hazardous and toxic waste materials officers, Medical waste which has been stored for more than 2 days. When stored at temporary storage of hazardous and toxic waste materials, it must be stored at a minimum temperature of 0°C using a cooler/freezer. Periodically, the hazardous and toxic waste materials officer must ensure that the refrigerator is functioning.
- PT PMP's Medical Waste Management Mechanism was issued by GM PT PPM through Internal Memo number 004/GM/IM/XI/2022 dated 17 November 2022. The document describes the technical issues of Management of Hazardous and Toxic Waste from Health Facilities referring to the Minister of Environment and Forestry Regulation .56/Menlhk-Setjen/2015, among others: ensure that medical waste cannot be stored for more than 2 days in company-owned health facilities and must be immediately sent to temporary storage of hazardous and toxic waste materials and recorded in the hazardous and toxic waste materials logbook and balance sheet by temporary storage of hazardous and toxic waste materials officers, stored medical waste more than 2 days. If stored in temporary storage of hazardous and toxic waste materials, it must be stored at a minimum temperature of 0°C using a cooler/freezer. Periodically the hazardous and toxic waste materials staff must ensure that the refrigerator is functioning.
- Training Documents for Clinical hazardous and toxic waste materials Management/Medical Waste to the Medical Team and PT PPM temporary storage of hazardous and toxic waste materials Managers on November 19, 2022 at the P3K Post and December 1, 2022 at PT PPM's temporary storage of hazardous and toxic waste materials. Medical Waste Management Mechanism Training which was attended by 4 participants on each of these dates. This document has been supplemented by documentation of the implementation of activities and the attendance list of participants.

Based on the explanation above, the unit of certification has been able to determine the correct root cause with appropriate corrections and corrective actions to cover the root cause of the non-conformity. All supporting documents and documentary evidence related to these corrective actions have been submitted to the auditor team, so that the Non-conformity against this indicator can be declared CLOSED.

<i>Follow up on next audit (filled by auditor):</i>			
<i>Verified by</i>		: Helma Namira & Briyogi Shadiwa	
NCR No.	: 2022.04	Issued by	: Helma Namira/Briyogi Shadiwa
Date Issued	: 12 November 2022	Time Limit	: Next Surveillance
NC Grade	: Minor	Date of Closing	: 5 December 2022
Standard Ref. & Requirement	: 7.3.3. The unit of certification does not use open fire for waste disposal.		
Evidence observed (filled by auditor):			
<ul style="list-style-type: none"> • The company has an SOP for Non-hazardous Waste Management with the number SOP-EHS-17 dated 15 November 2021 Edition 1/Rev.00 explaining the following: <ul style="list-style-type: none"> - There is a classification for identifying the source of the waste produced, such as waste resulting from production activities in the form of solid waste (empty bunch, Fiber, shells), liquid, and air and waste resulting from non-production activities in the form of domestic waste such as solid waste (organic and inorganic), liquid waste (from MCK activities, sanitation, etc.) - There is a pollution prevention point for domestic solid waste, which explains "No uncontrolled landfill, and no open dumping and no open burning of waste." • Apart from that, the company also has a Non-Incineration Waste Disposal Policy as stipulated in ANJ's Sustainability Policy dated 31 October 2019. • Based on the results of field visits, traces of burning domestic waste were found in the following locations: <ul style="list-style-type: none"> - Housing Contractor Kasuari Estate, Division I, PT PMP - Cenderawasih Estate Housing, PT PMP - Housing contractor Gaina Estate, Division I PT PPM - Housing E31, Mentamani Estate PT PPM 			
Non-Conformance Description (filled by auditor):			
The company has not been able to ensure that all domestic solid waste management is in accordance with procedures and policies for the disposal of domestic solid waste without burning.			
Root Cause Analysis (filled by organization audited):			
<ul style="list-style-type: none"> - Company employees and contractors do not fully understand and are aware of the management of domestic solid waste without burning according to company policies and SOPs. - Not optimal monitoring and supervision of non-combustible domestic solid waste management in company areas. 			
Correction (filled by organization audited):			
Cleaning up burnt trash found in employee and contractor housing areas. Providing training and outreach to all employees regarding waste management without burning. (Appendix 4.1 Cleaning Documentation).			
Corrective Action (filled by organization audited):			
<ul style="list-style-type: none"> - Make signboards – posters prohibiting burning waste in the company area as a medium of socialization to employees and contractors. (Appendix 4.2 PPM & PMP Related Prohibition of Garbage Burning Prohibition Program, Appendix 4.3 Installation of the Prohibition of Burning Trash Sign Board, Appendix 4.3 Design Sign Board of the Prohibition of Burning Trash PPM & PMP) 			

- Conduct outreach to employees and contractors regarding waste management and the prohibition of burning waste (Appendix 4.2 Program Related to Prohibition of Burning PPM & PMP Waste, Appendix 4.4 Minutes of Socialization of Prohibition of Burning PPM & PMP Waste)
- Monitoring and supervising waste management without burning (Appendix 4.2 Program Related to the Prohibition of Burning PPM & PMP Waste, Appendix 4.5 Housing monitoring checklist, Appendix 4.6 Follow-up on the results of employee and contractor housing monitoring)
- Give sanctions to employees who burn garbage on purpose

Assessor Evaluation and Conclusion (filled by auditor):

Auditor Team Verification November 21, 2022:

- The identified problems have been accepted by the auditor team.
- Related Corrections Section to conduct Training and Outreach should be equipped with a time schedule for implementation and achievement of program success targets regarding the content to be conveyed to workers and offices related to domestic waste management. (Evaluation and goals for the training carried out can be seen based on the results of routine inspections according to the program)
- Please include a timeline for making signboards and a map of the distribution points for signboards to be installed at any location, and what the basis for placing that location is. (Signboard's location is in a residential area according to the program and attached map)
- How to optimize monitoring and supervision of waste management without burning? Is there a special PIC appointment for this supervision? If no why, if yes why? Please provide a basis for consideration. (A PIC is available to carry out monitoring according to the attached program)
- How to ensure the availability of the sanction mechanism? What document does this mechanism contain? And issued from what department? And has there been socialization regarding the imposition of sanctions related to the act of destroying domestic waste by burning it? (Socialization has been carried out stated in the Socialization Minutes, sanctions will be given according to Company Regulations.
- Please include documentary evidence related to the cleaning up of used waste, procurement of training and outreach, the monitoring process, and the timeline document for the implementation of the plans mentioned above.

Based on the information above, the root causes for this non-conformity are acceptable, but please show evidence of the plan and implementation of corrective actions for these root causes. Thus, this discrepancy is declared OPEN until all evidence of improvement and its implementation can be submitted documentation to the Auditor team.

Auditor Team Verification December 5, 2022:

- The unit of certification has determined the exact root cause and can be accepted by the auditor team.
- The unit of certification has provided appropriate and appropriate responses to questions and notes from the auditor team regarding corrections and corrective actions given during the first non-conformity verification on November 21, 2022 (blue highlight in verification records dated November 21, 2022, for responses from auditee update as of December 3, 2022). The several documents attached as supporting evidence and documentation of the implementation of corrections and corrective actions from the auditee team to cover the root causes of the problems that have been determined are as follows:
 - Documentation of cleaning activities: cleaning up burnt trash in PT WHJ's contracted housing area at PT PMP's Kasuari Estate, cleaning up burnt fish in PT PMP's Cenderawasih housing area, cleaning up burnt remains at Camp WHJ PT PPM, and cleaning up burnt remains in E31 Metamani housing Estate PT PPM
 - Map of Planned Installation of PT PMP Burn Prohibition Signboard Points in 11 Locations namely Camp WHJ, Division !A, Hexagon C, Division 2, Division 3, Division 4, Division 5, Division 6, Camp WMS, Division 7, Cenderawasih. This map can be found on the Plantation Map and Location of PT Putera Manunggal Perkasa's

- Prohibited Burning of Garbage Signboard with a scale of 1:45,000 which is equipped with a signboard location legend (sign + red color).
- Map of Planned Installation of PT PPM Burn Prohibition Signboard Points in 9 Locations namely Housing Div 1 & 2, Housing Div 1 (Wholesale), Housing Div 3, Mentamani Estate Office and Housing Div 4, Housing Div 4 (Wholesale), Housing Div 5, Housing Div 6, CBP Contractors Mess, and WHJ Contractors Mess. This map can be found on the Plantation Map and Location of Signboard Points for the Prohibition of Burning Trash at PT Permata Putera Mandiri with a scale of 1:60,000, accompanied by a signboard location legend (trash cans are burnt and crossed out in red).
 - PT PMP and PT PPM's Related Prohibition of Burning Trash on November 28, 2022, which includes installation and maintenance of the Prohibition of Burning Trash Signboards, Socialization of the Prohibition of Burning Trash, Monitoring/Inspection to ensure there is no burning of waste. This document has been completed with the target location for implementation, the program timeline starting from November 2022 to December 2023 and complemented by the actual implementation of the program.
 - Documents related to the waste management outreach program and the ban on burning waste to employees and contractors listed in the document in the previous point.
 - Minutes of dissemination of the ban on burning waste to contractors and employees of PT PPM on the following date, namely November 10, 2022 which was attended by 20 people at PT PPM's WHJ contractor Camp, November 22, 2022 which was attended by 7 people at Contractor's Camp, November 21, 2022 which attended by 19 people at CWT, November 28 2022 attended by 26 people at CWT, December 1 2022 attended by 44 people at E31 Metamani Estate Housing, and on November 30 2022 attended by 34 people at GMO PT PPM Field .
 - Minutes of socialization of the ban on burning waste to contractors and employees of PT PMP on the following date, namely November 11, 2022 which was attended by 11 people at PT PMP's WHJ Contractor Camp, November 21, 2022 which was attended by 30 participants during the Morning Briefing at PT PMP's GMO field, 21 November 2022 attended by 52 people at PMP Mill, November 21 2022 attended by 25 people at PT PMP's WMS contractor Camp, November 30 2022 at Cenderawasih Estate attended by 80 participants in Division G, 77 participants in division E, and 50 participants in division F, on November 29 2022 at Kasuari Estate which was attended by 53 people in division A, 47 people in division B, 63 people in division C, 63 people in division D.
 - The Certification Unit also shows a monitoring checklist for Kasuari Estate Housing, Cenderawasih Estate Housing, WHJ PPM Housing, PT PMP WHJ Housing, PT PMP WMS Housing.
 - The certification unit has explained the management of domestic waste in accordance with the procedures owned by the company and explained the prohibition of burning waste, monitoring and inspecting the practice of burning waste in employee and contractor housing, as well as outreach regarding sanctions for violating domestic waste burning practices through training and socialization that has been described in the previous point.

Based on the explanation above, the unit of certification has been able to determine the correct root cause with appropriate corrections and corrective actions to cover the root cause of the non-conformity. All supporting documents and documentary evidence related to these corrective actions have been submitted to the auditor team, so that the Non-conformity against this indicator can be declared Closed.

Follow up on next audit (filled by auditor):

Verified by : **Helma Namira & Briyogi Shadiwa**

3.4.3. Opportunity for Improvement

No	Ref. Std.	Description
1	6.2.2	<p>Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>The company has a set employee level listed in the internal memorandum No. 011/ANJT-HRCM/IN/IV/2019 regarding the position structure of non-staff employees which explains the classification of employees with non-staff employee status consisting of NS-A, NS-B, NS-C and NS-D. Based on the payroll verification for September and October 2022, it was found that the payment of workers' wages was guided by the minimum wage for the province of Papua Barat and there were differences in wages at each level. According to PP No. 36 of 2021 in article 21 paragraph 1, namely companies are required to compile and implement a wage structure and scale.</p> <p>Based on this, the company has the opportunity to determine the structure and scale of wages at each employee level.</p>
2	6.7.2	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>The company has the opportunity to ensure that there are trained first aid workers equipped with first aid kits in the field in accordance with company policy no. IM-01-EHS/PPM-VIII/2022 to provide protection for workers who experience work accidents and are linked to the results of risk identification for estate activities in order to get first aid quickly and accurately.</p> <p>Companies have the opportunity to ensure that emergency response procedures are applied in the field, including workers assigned to the field who have received first aid training equipped with first aid equipment.</p>
3	6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>The company shows proof of Social security Agency of Health and Employment payments for PT PPM and PT PMP. In addition, the company also records employee work accidents and follows up until the worker recovers. Based on this, the company has the opportunity to monitor every BPJS compensation that will be claimed by employees.</p>

3.4.4. Noteworthy Positive Components

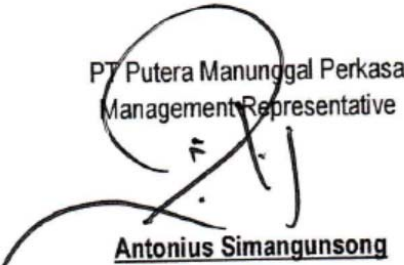

No	Ref. Std.	Description
1	-	Commitment to implement the principles of sustainable oil palm plantation management.
2	-	The company has personnel who are competent in their respective fields and are quite responsive in responding to requests for supporting documents and information.
3	-	Presentation of documents is quite good
4	-	Providing clinic facilities that already have permits and qualifications as Level 1 Health Facilities as a place for medical treatment for the surrounding community and contractor workers free of charge.
5	-	Providing clean water installations (drinking water depots) for workers' housing and accessible once a week by the village community free of charge without being charged a fee and limiting the amount of water taken.
6	-	Collaborating with the community regarding the provision of vegetable seeds, Estateing tools, fishing equipment, and purchasing groceries such as vegetables, fish and shrimp regularly every week.
7	-	It has a Conservation Area in the form of a Jungle Track equipped with a Gazebo as a Center for Monitoring Biodiversity and Education for the Conservation of Conservation Areas.
8	-	Has a Citizens Science Program that involves all workers and the surrounding community in an effort to monitor the existence of protected flora and fauna.
9	-	Independent flexion leave policy for employees of 20 working days per year for NS-A and 40 working days for NS-B to NS-D

3.5 Summary of Arising Issues from Public and Auditor Verification

Public Issues (Institution/ NGO/Community)	Auditor Verification
Sorong Selatan District and Maybrat District Plantation Service <ul style="list-style-type: none"> • There have been no cases of fire in the last 2 years and the fire fighting infrastructure is considered good. • There are no cases of land overlapping with mining businesses • There are no cases of land claims by the community 	<p>There are no negative issues that need further verification.</p>
Sorong Selatan District Land Office <ul style="list-style-type: none"> • The company already has land legality in the form of Cultivation Rights (HGU) and has also made HGU for plasma. • The company routinely reports on the use of HGU every year. • There are no land dispute issues that go to the Sorong Selatan District Land Office. 	<p>There are no negative issues that need further verification.</p>
Maybrat District Land Office -	<p>Communication cannot be carried out yet, because the agency has another agenda</p>
Sorong Selatan and Maybrat District Environmental Services <ul style="list-style-type: none"> • There has been no issue of environmental pollution by the company. • According to the Environmental Service, the company's environmental management is considered quite good. • Communication between the company and the Environmental Service is considered quite good. • The company also routinely submits mandatory reports to the Environment Agency. 	<p>There are no negative issues that need further verification.</p>
Office of Manpower and Transmigration of Sorong Selatan District and Maybrat District <ul style="list-style-type: none"> • The wage setting is in accordance with the provincial minimum wage which is also determined in each district. • There has been a report on manpower that has been notified to the Office of Manpower. • The company has sent mandatory reports such as OHS Committee & work accident reports and union meeting activities. • So far, there has never been a report from employees regarding industrial relations and so on. 	<p>There are no negative issues that need further verification.</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<ul style="list-style-type: none"> Communication between the company and the Office is well established. 	
<p>Bipartite Cooperation Institutes</p> <ul style="list-style-type: none"> The company has provided PPE and wages in accordance with applicable regulations The company routinely conducts high-risk health checks and periodic health checks. New workers with temporary worker status with a probation period of 3 months. The company has provided socialization regarding Company Regulations, company policies, work procedures and others. 	<p>There are no negative issues that need further verification.</p>
<p>Gender Committee</p> <ul style="list-style-type: none"> The gender committee consists of representatives of men and women There have been no cases of sexual harassment in the last 1 year The company provides break time for new mothers to breastfeed their children Menstrual leave is available with a reporting mechanism to the foreman and will be examined at the clinic. Maternity leave is given 1.5 months before and 1.5 months after giving birth by showing the results of a doctor's examination. There is no difference between male workers and female workers. Every worker has the same rights in terms of employment opportunities as well as protection of anonymity 	<p>There are no negative issues that need further verification.</p>
<p>Employee Cooperative (PT PPM dan PT PMP)</p> <ul style="list-style-type: none"> Cooperatives have been registered with the Office of Cooperatives. The cooperative runs the business of buying and selling groceries and personal equipment. Each member makes mandatory contributions at the time of registration as a member and voluntary contributions every month. the last year-end meeting will be held in April 2022. 	<p>There are no negative issues that need further verification.</p>
<p>Representatives from Puragi, Benawa 1, Kais Village, Ikana Village and Sumano Village</p> <ul style="list-style-type: none"> The company has properly carried out its social responsibility to village communities, for example in the economic field, namely socialization on how to grow vegetables. The community expects the realization of plasma can 	<p>Overall, the community's response to the existence of the company is good and it is acknowledged that it has contributed to development. Regarding the realization of plasma, until this audit assessment takes place the process is still running. The final status is waiting for the Prospective Farmer Candidate Land which is approved by</p>

Public Issues (Institution/ NGO/Community)	Auditor Verification
<p>be carried out soon.</p> <ul style="list-style-type: none"> Knowing the flow of communication and coordination with the company, for example if there is a complaint and a request for information is required, community representatives will go to the CID section. 	<p>the Regent of Sorong Selatan.</p>
<p>PT G4S, Yehuda Korie, Koperasi Kerekano Mandiri Sejahtera dan CV Melani Mandiri (local contractor)</p> <ul style="list-style-type: none"> There are no complaints to the company The company routinely conveys socialization related to OHS, policies and procedures that apply in the company Payments have been made according to the agreement of both parties Wages for contractor workers are in accordance with the applicable minimum wage. 	<p>There are no negative issues that need further verification.</p>

4.0	CERTIFIED ORGANISATION'S ACKNOWLEDGEMENT OF INTERNAL RESPONSIBILITY
4.1	Formal Sign-off of Assessment Findings
	<p>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.</p> <p style="text-align: center;">Signed on behalf of:</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">  <p>PT Putera Manunggal Perkasa Management Representative</p> <p><u>Antonius Simangunsong</u> Tuesday, 03 January 2023</p> </div> <div style="text-align: center;">  <p>Mutuagung Lestari Lead Auditor</p> <p><u>Briyogi Shadiwa</u> Tuesday, 03 January 2023</p> </div> </div>

Appendix 1. List of Stakeholder Contacted in the RSPO Certification Process

No	Institution/ NGO/ Community	Address	Phone/ Email	Form of Communication	Date of Contact	Response	
						Yes	No
1	Plantation Service	Sorong Selatan District and Maybrat District	-	By Phone	8 Nov 2022	√	
2	Department of Manpower and Transmigration	Sorong Selatan District and Maybrat District	-	By Phone	8 Nov 2022	√	
3	environmental services	Sorong Selatan District and Maybrat District	-	By Phone	8 Nov 2022	√	
4	National Land Agency	Sorong Selatan District and Maybrat District	-	By Phone	8 Nov 2022	√	
5	National Land Agency	Sorong Selatan District and Maybrat District	-	-	-		√
6	Representatives from Kais Village, Ikana Village and Sumano Village	Sorong Selatan District and Maybrat District	-	By Phone	8 Nov 2022	√	
7	Local contractors (Kerekano Mandiri Sejahtera Cooperative and CV Melani Mandiri)	Sorong Selatan District and Maybrat District	-	By Phone	8 Nov 2022	√	
8	Bipartite	PT PMP and PT PPM		By Phone	8 Nov 2022	√	
9	Gender Committee	PT PMP and PT PPM		By Phone	8 Nov 2022	√	
10	Employee Cooperative	PT PMP and PT PPM		By Phone	8 Nov 2022	√	
11	WALHI	-	informasi@walhi.or.id	Email	2 Nov 2022		√
12	WWF	-	wwf-indonesia@wwf.or.id	Email	2 Nov 2022		√
13	AMAN	-	rumahaman@cbn.net.id	Email	2 Nov 2022		√
14	SAWIT WATCH	-	info@sawitwatch.or.id	Email	2 Nov 2022		√
15	GREEN PEACE	-	supporterservices.id@greenpeace.org	Email	2 Nov 2022		√

Appendix 2. Assessment Program

DATE	6 – 14 November 2022	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
Sunday, 6 November 2022		
00.05 – 07.00	JAKARTA (CGK) → SORONG (SOQ) : GA-682	All Auditor
Monday, 7 November 2022		
08.00 – 20.00	SORONG → PT PUTERA MANUNGGAL PERKASA	All Auditor
Tuesday, 8 November 2022		
08.00 – 09.00	Opening meeting <ul style="list-style-type: none"> Auditee Speech (Introduction of PIC, Profile of Certified Management Unit) Auditor Team Speech (Introduction, Audit Objective, Audit Scope, Audit Plan Discussion, Determine of Audit Sample, Transparency and Confidentiality Clarification) 	All Auditor
09.00 – 12.00	<ul style="list-style-type: none"> Public consultation with stakeholder to relevant agency in Maybrat & Sorong Selatan District Stakeholder consultation to affected communities surrounding the plantations and previous land owner. Document review and completing audit checklist. 	KIF
09.00 – 12.00	Field Observation to Cenderawasih Estate Aspect to be verified : <ul style="list-style-type: none"> Implementation of Legal Aspect (Land Ownership, Legal Boundaries); Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) Implementation of Occupational Health & Safety Aspect Implementation of Employment Procedure and Mechanism Aspect Observation of Workers Facilities (Housing, School, Worship Place). Interview with related personnel's during field observation. 	HNA & BSH FTA HNA & BSH FTA BSH FTA HNA, BSH & FTA
12.00 – 14.00	Break	All Auditor
14.05 – 17.00	<ul style="list-style-type: none"> Document review and completing audit checklist. Stakeholder Interview: <ul style="list-style-type: none"> Gender Committee, Worker Union, Worker Cooperation Local Contractor for Mill and Estate Third Parties Supplier Presentation of Daily Progress. 	All Auditor KIF FTA & HNA BSH All Auditor
Wednesday, 9 November 2022		

DATE	6 – 16 November 2022	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
08.00 – 12.00	Field Observation to Gaina & Metamani Estate Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries); • Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) • Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) • Implementation of Occupational Health & Safety Aspect • Implementation of Employment Procedure and Mechanism Aspect • Observation of Workers Facilities (Housing, School, Worship Place). • Interview with related personnel's during field observation. 	HNA & BSH FTA & KIF HNA & BSH FTA & KIF FTA & KIF HNA & BSH HNA, BSH, KIF & FTA
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	<ul style="list-style-type: none"> • Review and completing audit checklist. • Presentation of Daily Progress. 	All Auditor
Thursday, 10 November 2022		
08.00 – 12.00	Field Observation to Kasuari Estate Aspect to be verified : <ul style="list-style-type: none"> • Implementation of Legal Aspect (Land Ownership, Legal Boundaries); • Implementation of Agronomy Aspect (Harvesting & Transportation, Manuring, Pesticides Application, Road Maintenance, Biological Control Monitoring, EFB Application) • Implementation of Environmental, Conservation/HCV and Waste Management Aspect (Inspection to Chemical Storage, Fertilizer Storage, Hazardous Waste Storage, Fire Control Facilities, Waste Management) • Implementation of Occupational Health & Safety Aspect • Implementation of Employment Procedure and Mechanism Aspect • Observation of Workers Facilities (Housing, School, Worship Place). • Interview with related personnel's during field observation. 	HNA & BSH FTA & KIF HNA & BSH FTA & KIF FTA & KIF HNA & BSH HNA, BSH, KIF & FTA
12.00 – 14.00	Break	All Auditor
14.00 – 17.00	Field observation to Putera Manunggal Perkasa POM: <ul style="list-style-type: none"> • Supply Chain verification (FFB Receiving, Weighbridge, FFB Sorting, Processing Activity, Dispatch CPO) • Occupational Health & Safety Aspect (Inspection to Chemical Storage, Hazardous Waste Storage, Fire Control Simulation, POME Pond) • Implementation of Employment Procedure and Mechanism Aspect • Presentation of Daily Progress 	FTA KIF BSH & HNA All Auditor
Friday, 11 November 2022		
08.00 – 12.00	<ul style="list-style-type: none"> • Document review and completing audit checklist. 	All Auditor
12.00 – 14.00	Break	All Auditor

DATE	6 – 16 November 2022	
PLANNED TIME	PROCESSES / CLAUSES TO BE AUDITED	AUDITOR
14.00 – 17.00	<ul style="list-style-type: none"> Review and completing audit checklist. Presentation of Daily Progress. 	All Auditor
Saturday, 12 November 2022		
08.00 – 12.00	Document review and completing audit checklist.	All Auditor
12.00 – 14.00	Break	All Auditor
14.00 – 16.00	Team Auditor Internal Discussion	All Auditor
16.00 – 17.00	Closing Meeting : <ul style="list-style-type: none"> Presentation of audit findings (Noteworthy Positive Component, Non-Conformities, OFI, Timeline of CAR's, Conclusion) Comments, Responses and Questions 	All Auditor
Sunday, 13 November 2022		
08.00 – 20.00	PT PUTERA MANUNGGAL PERKASA → SORONG	All Auditor
Monday, 14 November 2022		
08.30 – 10.25	SORONG (SOQ) → JAKARTA (CGK) : GA-682	All Auditor