

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

Initial Assessment

Annual Surveillance Assessment (Choose an item.)

Recertification Assessment (Choose an item.)

Extension of Scope

<p>Client Company name (Parent Company): Perkumpulan Petani Sawit Swadaya Karya Serumpun</p>
<p>Client company Address: Tali Kawat, RT/RW 003/002 Desa Ringin, Kecamatan Batang Gansal, Kabupaten Indragiri Hulu, Rengat, Riau, 29355, Indonesia</p>
<p>Certification Unit: Perkumpulan Petani Sawit Swadaya Karya Serumpun</p> <p>Location of Certification Unit: Tali Kawat, RT/RW 003/002 Desa Ringin, Kecamatan Batang Gansal, Kabupaten Indragiri Hulu, Rengat, Riau, 29355, Indonesia</p>
<p>Date of Final Report: 21/11/2021</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	Perkumpulan Petani Sawit Swadaya Karya Serumpun		
RSPO Membership Number	1-0318-21-000-00	Membership Approval Date	07/05/2021
Address	Tali Kawat, RT/RW 003/002 Desa Ringin, Kecamatan Batang Gansal, Kabupaten Indragiri Hulu, Rengat, Riau, 29355, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	Perkumpulan Petani Sawit Swadaya Karya Serumpun		
Location / Address	Tali Kawat, RT/RW 003/002 Desa Ringin, Kecamatan Batang Gansal, Kabupaten Indragiri Hulu, Rengat, Riau, 29355, Indonesia		
Website	-		
Management Representative	Mr. Wawan Ardian	E-mail	karyaserumpun.ks@gmail.com
Telephone	+62 813 7449 0099	Facsimile	-

2. Certification Information			
Certificate Number	RSPO 752356	Certificate Start Date	21/11/2021
Date of First Certification	21/11/2021	Certificate Expiry Date	20/11/2026
Scope of Certification	Production of Fresh Fruit Bunch of Independent Smallholder		
Visit Objectives	The objective of the assessment is to evaluate the consistency of compliance with RSPO standards based on the audit criteria "RSPO Independent Smallholder Standard for the Production of Sustainable Palm Oil 2019 (Endorsed by the RSPO Board of Governors on 6 November 2019).		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA 2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	N/A
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
-	-	-	-

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude (S)	Longitude (E)
Perkumpulan Petani Sawit Swadaya Karya Serumpun	Tali Kawat, RT/RW 003/002 Desa Ringin, Kecamatan Batang Gansal, Kabupaten Indragiri Hulu, Rengat, Riau, 29355, Indonesia	0° 42' 24.1" S	102° 30' 12.6" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
Perkumpulan Petani Sawit Swadaya Karya Serumpun	577.22	6.87	-	584.09	
Total	577.22	6.87	-	584.09	

6. Plantings & Cycle							
Estate / Smallholders	Age (Years)					Mature	Immature
	0 - 3	4 - 10	11 - 20	21 - 25	26 - 30		
Perkumpulan Petani Sawit Swadaya Karya Serumpun	-	156.13	372.03	47.16	1.90	577.22	-
Total (ha)	-	156.13	372.03	47.16	1.90	577.22	-

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage / year			
	Estimated	Actual		Forecast <i>(Nov 2021 – Oct 2022)</i>
		<i>Previous license period (N/A)</i>	<i>Current license period (N/A)</i>	

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Perkumpulan Petani Sawit Swadaya Karya Serumpun	-	-	-	11,188.42
Total	-	-	-	11,188.42

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage / year			
	Estimated (N/A)	Actual		Forecast (N/A)
		Previous license period (N/A)	Current license period (N/A)	
NIL	NIL	NIL	NIL	NIL
Total				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage / year			
	Estimated (N/A)	Actual		Forecast (N/A)
		Previous license period (N/A)	Current license period (N/A)	
NIL	NIL	NIL	NIL	NIL
Total				

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (MT)	Volume of FFB from uncertified supply base (MT)	Total FFB/Month (MT)
	NIL	NIL	NIL	NIL
	TOTAL	NIL	-	NIL

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10. Summary of Certified Tonnage (not applicable for ISS)			
Estimated last year (N/A)	Actual		Forecast (N/A)
	Previous license period (N/A)	Current license period (N/A)	
FFB	FFB		FFB
NIL	NIL	NIL	NIL
CPO (OER: %)	CPO (OER: %)		CPO (OER: %)
NIL	NIL	NIL	NIL
PK (KER: %)	PK (KER: %)		PK (KER: %)
NIL	NIL	NIL	NIL
Note:			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)
	NIL	NIL	NIL
TOTAL		NIL	NIL

11. Summary of Actual Volume sold					
Current License period					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Previous License period					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-
Note:					

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	Palmtrace Trading License Number	Certified CPO Sold (mt)	Certified PK Sold (mt)
	NIL	NIL	NIL	NIL
TOTAL			NIL	NIL
Note: not applicable				

11B. Records of CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	CPO Sold (mt)	PK Sold (mt)
	NIL	NIL	NIL	NIL
TOTAL			NIL	NIL
Note:				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (mt)	PK Sold (mt)
	NIL	NIL	NIL
TOTAL		NIL	NIL
Note:			

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold (mt)
	NIL	NIL	NIL
TOTAL			NIL
Note:			

12. Independent Smallholders Certified Tonnage / Volume									
Phase	Estimated last year (N/A)			Actual (N/A)			Forecast (Nov 2021 – Oct 2022)		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB			N/A			N/A			11,188.42
IS-CSPO	-	-		-	-		-	-	
IS-CSPKO	-	-		-	-		-	-	

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IS-CSPKE	-	-		-	-		-	-	
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12A. Monthly Records of Certified FFB since the last audit			
No.	Month - Year	Volume of FFB from certified supply base (MT)	Total FFB/Month (MT)
1	N/A	N/A	N/A
TOTAL			

Note: Not certified yet

13. Independent Smallholders Actual Sold Tonnage / Volume						
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	IS-CSPK	IS-CSPKE
Current License period (N/A)						
Credits				-	-	-
Physical	-	-	-			
Previous License period (N/A)						
Credits						
Physical	-	-	-			

13A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit				
No.	Month - Year	Certified CPO (mt)	Certified PK (mt)	Certified PKE (mt)
1	N/A	N/A	N/A	N/A
TOTAL				

Note: Not certified yet

13B. Records of Certified CPO, PK & PKE (including credits) sold since the last audit					
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (mt/credit)	Certified PK Sold (mt/credit)	Certified PKE Sold (mt/credit)
1	N/A	N/A	N/A	N/A	N/A
TOTAL					

Note: Not certified yet

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Nicholas Cheong (Nicholas.Cheong@bsigroup.com)
Website: www.bsigroup.com

BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **10 – 13 August 2021**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the independent smallholders as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out by remote assessment was conducted on **8 October 2021** and the NC status Closed on 18 October 2021 . The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Independent Smallholder Standard 2019 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were 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 meeting, 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. Stakeholder notification has been made on 28th June 2021 and uploaded in the RSPO website <https://www.rspo.org/certification/public-announcement>

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

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This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

The following table would be used to identify the locations to be audited each year in the 5 year cycle

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
Perkumpulan Petani Sawit Swadaya Karya Serumpun	√	√	√	√	√

Tentative Date of Next Visit: December 5, 2022 - December 8, 2022

Total Number of Mandays: 10 mandays

2.2 BSI Assessment Team

Name	Role	Competency
Mujinius Jalaraya (MJ)	Team Leader	<p>Education: He hold Bachelor degree from Faculty of Forestry, Bogor Agricultural University (IPB) in 2008, Majoring in Forest Resources Conservation and Ecotourism.</p> <p>Work Experience: More than 6 years of working experience in the oil palm plantation industry as HSE Staff/Sustainability Dept. Has been in the management system auditing line since 2014 for various standards, such as ISO 9001, RSPO P&C, RSPO SCCS and ISPO.</p> <p>Training attended: Successfully completed the ISO 9001 Quality Management System Lead Auditor Course, ISO 14001 Lead Auditor Course, ISO 45001 Lead Auditor Training, Endorsed RSPO P&C Lead Auditor Course, and Endorsed RSPO SCCS Lead Assessor Course, HCV Assessor Course, SMETA requirement course.</p> <p>Aspect covered in this audit: Occupational health and safety, environment aspect, HCV, ICS.</p> <p>Language proficiency: Fluent in English and Bahasa Indonesia.</p>
Pratama Agung Sedayu (PS)	Team Member	<p>Education: Holds a Bachelor Degree in Agriculture majoring in Social Economic of Agriculture, graduated from University of Jenderal Soedirman on 2008.</p> <p>Work Experience: More than 10 years of work at professional independent Certification Body as an Auditor and has involved in auditing activities with various certification schemes particularly RSPO and ISPO.</p>

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		<p>Training attended: Successfully completed the ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, and Endorsed RSPO SCCS Lead Auditor Course, SMETA requirement course.</p> <p>Aspect covered in this audit: Legal, Social aspect and workers welfare, worker consultation, stakeholder consultation, Supply chain and ICS.</p> <p>Language proficiency: Fluent in English and Bahasa Indonesia.</p>
<p>Nanang Rusmana (NR)</p>	<p>Team Member</p>	<p>Education: Nanang Rusmana has a bachelor’s degree of Forestry from IPB University. He has 8 years working experiences in oil palm plantation and mining sector in Indonesia. He has completed training on ISO 9001, ISO 14001, SMK3, ISO 45001, RSPO P&C, RSPO SCCS and ISPO Lead Auditor Course. He has involved in a number of RSPO and ISPO audits in Indonesia.</p> <p>Work Experience: More than 6 years of working experience in the oil palm plantation industry as HSE Staff and 3 years experience as HSE Coordinator at Mining Company. Has been in the management system auditing line since 2016 for various standards, such as ISO 9001, RSPO P&C, RSPO SCCS and ISPO.</p> <p>Training attended: Successfully completed the ISO 9001 Quality Management System Lead Auditor Course, ISO 14001 Lead Auditor Course, ISO 45001 Lead Auditor Training, Endorsed RSPO P&C Lead Auditor Course, and Endorsed RSPO SCCS Lead Assessor Course, HCV Assessor Course, SMETA requirement course.</p> <p>Aspect covered in this audit: Best Management Practice for Plantation, Operational procedure, ICS, organization commitments, long term economy plan</p> <p>Language proficiency: Fluent in English and Bahasa Indonesia.</p>
<p>Dr Suhaili Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato’ Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime</p>

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		<p>Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. TS16949 3. Safety 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards : MS 2530 : 2013 part 1, 2 , 3 and 4 7. Problem Solving Technique : 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard : Global GAP, Euru GAP
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Accompanying Persons: NIL

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment (attached assessment plan).

Date	Time	Activity	MJ	NR	PS
Monday, 09/08/2021	07.45 – 09.40	Flight Jakarta – Pekanbaru (GA-172, 07.45 – 09.40)	√	√	√
	10.00 – 16.00	Traveling Pekanbaru – Audit Location	√	√	√
	16.00 – 17.00	Opening Meeting - Presentation by PPSS Karya Serumpun - Presentation by BSI (Detail of Audit)	√	√	√
Tuesday, 10/08/2021	08.00 – 12.00	Audit Document Review Document Review and verification, Interview with Auditee A – ICS: Group entity and group management requirements A.1 The Group demonstrates that they are legally formed. A.1.1, A.1.2, A1.3, A1.4 A.2 The Group Manager is responsible for managing the Group for certification. A.2.1, A.2.2, A.2.3 B – ICS: Policies and management B.1 The group Internal Control System contains documented policies and procedures for operational management. B.1.1, B.1.2	√	√	√

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Date	Time	Activity	MJ	NR	PS
		<p>C.1 The group has a Business Plan prepared with the participation and contributions of all group members</p> <p>C.1.1</p> <p>C.2 The ICS of the group is integrated with the group’s management plan.</p> <p>C.2.1</p> <p>D – ICS: Group trading system for certified volumes</p> <p>D.1 The group has a procedure and system in place for the tracking of FFB.</p> <p>D.1.1</p> <p>D.2 The group documents and implements a system for the tracking of FFB</p> <p>D.2.1</p> <p>D.3 The group has a procedure and system for premium distribution.</p> <p>D.3.1</p>			
	12.00 – 14.00	Break	√	√	√
	14.00 – 17.00	<p>Audit Document Review:</p> <p>Principle 1: Optimise productivity, efficiency, positive impacts and resilience</p> <p>Criteria 1.1, 1.2, 1.3</p> <p>Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing</p> <p>Criteria 2.1, 2.3, 2.4, 2.5</p> <p>Principle 3: Respect human rights, including workers’ rights and conditions</p> <p>Criteria 3.1, 3.2, 3.3, 3.4, 3.5, 3.6</p> <p>Principle 4: Protect, conserve and enhance ecosystems and the environment</p> <p>Criteria 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 4.8, 4.9</p>	√	√	√
Wednesday, 11/08/2021	08.00 – 12.00	<p>Field Audit to Smallholder Plot:</p> <p>Sample Number: 9 smallholder member:</p> <p>Field visit to Independent smallholders plots covering aspect of Best management practices, Occupational health and safety, worker welfare, HCV, environmental aspect, continual improvement, etc.</p> <p>Interview with smallholder member and workers.</p>	√	√	√
	12.00 – 14.00	Break	√	√	√
	14.00 – 17.00	<p>Field Audit to Smallholder Plot:</p> <p>Sample Number: 8 smallholder member:</p> <p>Field visit to Independent smallholders plots covering aspect of Best management practices, Occupational health and</p>	√	√	√

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		safety, worker welfare, HCV, environmental aspect, continual improvement, etc. Interview with smallholder member and workers.			
Thursday, 12/08/2021	08.00 – 12.00	Audit continue for Document Review	√	√	√
	08.00 – 12.00	Stakeholder Consultation: Local community, Village head/public figure, LSM/NGO, Local government (Dinas Perkebunan, Dinas Koperasi and Dinas Lingkungan Hidup).			√
	12.00 – 14.00	Break	√	√	√
	14.00 – 17.00	Audit Continue for Document Review	√	√	√
Friday, 13/08/2021	08.00 – 09.00	Report Preparation	√	√	√
	09.00 – 10.00	Closing Meeting	√	√	√
	10.00 – 17.00	Traveling to Pekanbaru & Stay in Pekanbaru	√	√	√
Saturday, 14/08/2021	10.00 – 11.30	Flight Pekanbaru – Jakarta (GA-183, 10.00 – 11.30)	√	√	√

NCR Close Out Assessment Plan

Date	Time	Subjects	MJ
Friday, 08/10/2021	08.30 – 09.00	Opening meeting 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)	√
	09.00 – 16.30	NCR Verification	√
	16.30 – 17.00	Closing Meeting	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	Certificate holder is a single member. Not Applicable	Choose an item..
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	Not Applicable	Choose an item.
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.	Not Applicable	Choose an item.
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not Applicable	Choose an item.
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Not Applicable	Choose an item.
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	Not Applicable	Choose an item.

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Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	Not Applicable	Choose an item.
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	Not Applicable	Choose an item.
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	Not Applicable	Choose an item.
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	Not Applicable	Choose an item.
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Not Applicable	Choose an item.
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not Applicable	Choose an item.
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	Not Applicable	Choose an item.
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Not Applicable	Choose an item.
Have there been any stakeholder (including NGO) consultation conducted?	Not Applicable	Choose an item.

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a	Not Applicable	Choose an item.

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major NC if this requirement is not met after three years.		
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Approved Time Bound Plan

Not applicable for independent smallholder certification.

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were **nine (9) Critical** non conformity raised. The Perkumpulan Petani Sawit Swadaya Karya Serumpun certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2092372-202108-M1	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	Not all smallholder members have implemented the Good Agriculture Practice procedure properly in their plots, particularly in upkeep procedure and Integrated Pest Management procedure.		
Requirement Reference:	Smallholders implement good agricultural practices (GAP) on their farms.		
Objective Evidence:	<ul style="list-style-type: none"> • PPSS Karya Serumpun has had weeding procedure that approved by Group Manager since 24 October 2019. However, during field visit to smallholder plots sampled it was found in the several plots that the weeding condition is out of control. • Based on interviews and document review confirmed that there is no upkeep program as a reference for upkeep rotation (especially weed control and fertilization) by the smallholders. In addition, the understanding of weed control techniques, especially hard weeds, is not sufficient. • There is no document of observation and analysis of integrated pest management which is not in accordance with the SOP No. 20/SOP-UPHTDA/ICS-KS/X/2019 regarding Integrated Pest Management. 		
Corrections:	<ul style="list-style-type: none"> • Developed a handbook for members "Buku Pintar" which containing information related to guidelines for implementing GAP, member requirements, and other guidelines related to the application of RSPO principles and criteria. • Conducted refreshment training of GAP to all members • Conducts monitoring of plant pests and diseases every 6 months. 		
Root Cause Analysis:	<ul style="list-style-type: none"> • During the GAP training activities, some members were unable to participate, only represented by their family members. • Lack of understanding from some smallholders members related to GAP material including upkeeping rotation. 		
Corrective Actions:	<ul style="list-style-type: none"> • Regular GAP training and other related training for smallholder members. • Regular monitoring the implementation of GAP to all members. 		

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Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has compiled and produced a handbook for members "Buku Pintar" containing information related to guidelines for implementing GAP, member requirements, and other guidelines related to the application of RSPO principles and criteria. The hand book has been distributed by PPSS Karya Serumpun on 27 August – 16 September 2021 to all members. Evidence of hand book distribution can be shown during audit in the form of photo documentation and receipt of hand books documents. <p>Interviews with several members during the audit NCR Close Out can be demonstrated that they have received the Hand Book and have understood the GAP guidelines set by PPSS Karya Serumpun.</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has also conducted refreshment training of GAP to all members on 17 – 22 September 2021. Training delivered by ICS PPSS Karya Serumpun (Tim Penyuluh). Evidence of training implementation can be shown in the "GAP Training Invitation Letter", Attendance List and Minutes of Training". • PPSS Karya Serumpun conducts monitoring of plant pests and diseases every 6 months. Monitoring of plant pests and diseases is documented in the "Integrated Disease and Pest Monitoring Form". The last monitoring was carried out in September 2021, Evidence of monitoring can be shown during the audit. Based on the results of monitoring, it is known that no pests and plant diseases were detected at the observation sites sampled at PPSS Karya Serumpun. • PPSS Karya Serumpun has established an annual training program covering GAP and all other types of training needed for smallholder member and farmer groups as stated in the "Rencana Kerja Unit Penyuluhan dan Pendaftaran Tahun 2021". • PPSS Karya Serumpun has created a form for monitoring the implementation of GAP in the field by smallholder members, including monitoring the condition of plots, plant care/upkeep conditions: pruning of oil palm plants, weeds control, loose fruit on the plate. GAP monitoring is carried out every 6 months by the ICS team, the last monitoring was carried out in Apr 2021 and will be carried out again at the end of October 2021.
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Non-conformity			
NCR Ref #	2092372-202108-M2	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	Perkumpulan Petani Sawit Swadaya Karya Serumpun established document "Surat Keputusan No.08/SK-LMABU/KS/II/2020 tentang Larangan Mempekerjakan Anak di Bawah Umur" – Decree on prohibit employment of child labor. The document signed by Operation Manager dated 18 February 2020; however the policy has not defines hazardous work to children.		

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Requirement Reference:	Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.
Objective Evidence:	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document "Surat Keputusan No.08/SK-LMABU/KS/II/2020 tentang Larangan Mempekerjakan Anak di Bawah Umur" – Decree on prohibit employment of child labor. The document signed by Operation Manager dated 18 February 2020; however the policy has not defines hazardous work to children</p> <ul style="list-style-type: none"> - Shall not employ child worker (under 18 years old) to work on oil palm block. - Child worker limited to work with no target and not interfering child’s school/education. - Child assisting parent shall be in parent monitoring. However there is No definition of hazardous work for children.
Corrections:	<ul style="list-style-type: none"> • Conduct a review and revision of the decree on prohibition of children employment referring to the details of the RSPO standard. • Dissemination of the Decree on the Prohibition of children employment which has been revised
Root Cause Analysis:	The decree on prohibition employment of child labor does not refer to the detailed requirements of the RSPO.
Corrective Actions:	Conduct the review and monitor the decree letter according to RSPO standard and requirement.
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has revised its Decree No. 08/SK-LMABU/KS/II/2020 concerning the Prohibition of Employing child labor" into "Decree No: 09/SK-LMADIHSM/KS/VIII/2021 concerning the Prohibition of children employment and Pregnant and Breastfeeding Mothers" dated 20 August 2021. In the decree, it is explained as follows: <ul style="list-style-type: none"> - Not employing children under age 18 years related to work activities in Oil Palm Plantations starting from planting, upkeeping, fertilizing, harvesting and transporting especially for children from smallholder members and workers as well as all members of the PPSS Karya Serumpun. - Children under 18 years have the right to get opportunities in an educational and an environment that is safe from all types of child labor activities. - Do not employ pregnant and breastfeeding women with heavy work and hazardous work. Among them are carrying out heavy and hazardous work including spraying, fertilizing, pruning and harvesting as well as FFB transporting. • Socialization of Decision Letter No: 09/SK-LMADIHSM/KS/VIII/2021 concerning the Prohibition of Employing Children and Pregnant and Breastfeeding Mothers" has been conducted on 17 September 2021 - 3 October 2021 to all members. Evidence of socialization in the form of attendance lists and minutes of socialization can be shown during the verification audit. Interviews with a

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	sample of members (Hendro Kumar, Wahyudi, Samijan, Hariati, Yusuf) showed that they had understood the decree regarding the prohibition on the use of child labour.
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Non-conformity			
NCR Ref #	2092372-202108-M3	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	PPSS Karya Serumpun has not ensure the provision of working conditions and facilities are safe and meet minimum legal requirements.		
Requirement Reference:	Working conditions and facilities are safe and meet minimum legal requirements.		
Objective Evidence:	<ul style="list-style-type: none"> PPSS Karyan Serumpun has not yet provide the risk analysis/assessment and risk control for the activity of fertilizing and FFB transporting. There is no monitoring conducted by ICS in the field to ensure the risk control are implemented accordingly and the PPE appropriately use by workers (harvester, sprayer, fertilizing workers). It was confirmed during interview with harvester in the field, they don't use the safety helmet during harvesting. 		
Corrections:	<ul style="list-style-type: none"> Carry out risk analysis for fertilizing work and FFB transportation because it is still within the scope of activities at PPSS Karya Serumpun. Provide information about occupational health and safety risks and its control in the smallholder member book "Buku Pintar" 		
Root Cause Analysis:	<p>Some members are not aware of the health and safety hazards and risks associated with work.</p> <p>The work of fertilizing and transporting FFB is not carried out directly by PPSS Karya Serumpun, so no risk analysis is carried out related to the work</p>		
Corrective Actions:	<ul style="list-style-type: none"> Promote health and safety at work Monitoring of worker risk control in the field Create a program for the procurement of PPE for members of farmers and workers 		
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> PPSS Karya Serumpun has conducted a risk analysis and its control plan for activity of fertilizing and FFB transporting as stated in "Pengendalian Aktivitas di Kebun PPSS Karya Serumpun". The risk identified risks and its controls are: <ul style="list-style-type: none"> - Fertilizing activity: Risks (Poisoning due to the use of fertilizers through the air and mouth, skin and eye irritation); Control (Use of complete PPE consist of rubber gloves, goggles, masks, apron, AP shoes; do not bring food and drinks openly, provide a place to wash hands) 		

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	<ul style="list-style-type: none"> - FFB transporting: Risk (traffic accidents); Control (Regular road maintenance, vehicle condition checks, use of PPE, carrying FFB safety nets, ensuring the healthy condition of driver's). • PPSS Karya Serumpun has provided a Hand Book and distributed it to all farmer members. The Hand Book contains information on the safety guideline of harvesting, fertilizing, and other activities on plantations. The Hand Book has been distributed by PPSS Karya Serumpun on 27 August – 16 September 2021 to all members. Evidence of hand book distribution can be shown during audit in the form of photo documentation and receipt of hand books documents. Interviews with several smallholder members during NCR Close out can be shown that they have received the Hand Book and have understood the risk analysis and control related to work in the field such as harvesting, fertilizing, FFB transportation, spraying weeds, pruning and other activities. • PPSS Karya Serumpun has carried out socialization related to occupational safety and health including the use of PPE to all members , which was held on 17 – 24 September 2021. Evidence of socialization is available, including: invitations for socialization, socialization attendance list and minutes of socialization. • PPSS Karya Serumpun has monitored the risk control of work in the field carried out by member farmers. Monitoring is carried out by ICS (unit Kerja K3 and HCV). Monitoring is carried out every semester which is documented in the Monitoring Checklist for the Use of PPE and visual field monitoring the work of smallholder members and workers during working. The last monitoring of the use of PPE was carried out in September 2021 and recorded in form "Monitoring Penggunaan APD". • PPSS Karya Serumpun already has a program to provide PPE for smallholder members and workers in the field. • PPSS Karya Serumpun has installed signboards related to OHS which are installed in strategic locations in each smallholder group. Installation of OHS signboards was carried out in 10 farmer groups. Evidence of the installation of OHS signboards can be shown during the audit in the form of photo documentation and Minutes of the signboards Installation.
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Non-conformity			
NCR Ref #	2092372-202108-M4	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	Smallholder member are not aware of: the importance of maintaining and conserving HCVs, Human-wildlife conflict, Rare, threatened and endangered species and important ecosystems.		
Requirement Reference:	High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using		

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	the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.
Objective Evidence:	<p>During interview with smallholder member (sampled) mostly they don't aware of:</p> <ul style="list-style-type: none"> - The importance of maintaining and conserving HCVs and HCS forests - Human-wildlife conflict; - Rare, threatened and endangered species and important ecosystems. <p>Smallholder sampled interview: Sungai Akar: (Syafiq Masruri, Sujarwo, Aryati, Salamun) Ringin: (Hardi, Nofindra B, Suroso,, Ropida, Yitno) Pangkalan Kasai: (Hendro, Yusup/trice, Misman, Sulaiman, Tugiyono, Jalyanto)</p>
Corrections:	<ul style="list-style-type: none"> • Develop a Hand Book containing information related to HCV and the protection of species of wildlife and distribute it to all farmer members. • Carry out refreshment and re-socialization related to HCV and the importance of maintaining HCV and protected animal species to all smallholder members. • Installing HCV warning boards at strategic locations in each farmer group (in 10 farmer groups). • Installing HCV poles in areas identified as HCV areas.
Root Cause Analysis:	<ul style="list-style-type: none"> • Some members do not know about the types of animals, protected and endangered species because they are rarely found in their plantations. In addition, in the farmers' plantation areas, there are mostly no HCV areas. • Limited information on signboards about HCV.
Corrective Actions:	<ul style="list-style-type: none"> • Continuous monitoring of HCV area and wildlife in member's plantation • Regular training and socialization related to HCV and wildlife protection to all smallholder members.
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has compiled a Hand Book and distributed it to all smallholder members. The Hand Book contains information on HCV types and their protection as well as protected animal species and hunting prohibitions. The Hand Book has been distributed by PPSS Karya Serumpun on 27 August – 16 September 2021 to all members. Proof of submission of smart books in the form of photo documentation and receipt of smart books documents can be shown during the audit. Evidence of hand book distribution can be shown during audit in the form of photo documentation and receipt of hand books documents. • PPSS Karya Serumpun also carried out refreshment and re-socialization related to HCV and the importance of maintaining HCV and protected animal species to all members. The socialization was held on 26 September – 1 October 2021. Evidence of socialization can be shown in the invitation letter for the socialization, the attendance list and the minutes of the socialization. <p>Interviews with several farmer members during audit verification can be prove that they have received the Hand Book and have understood what HCV is and</p>

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	<p>its protection and the types of protected animals and the prohibition of hunting wild animals to avoid animal and human conflicts.</p> <ul style="list-style-type: none"> • HCV signboards has been installed by the PPSS Karya Serumpun at strategic locations in each farmer group (in 10 farmer groups) including the PPSS Karya Serumpun office. Evidence of installation of HCV warnings can be shown in the Minutes of Installation of HCV signboard. • PPSS Karya Serumpun has also installed HCV poles in the form of Semen Cast poles with a height of 70 cm and a diameter of 5 cm in yellow color. As many as 5 poles were installed at the Gangsal River Border location adjacent to the Suroso Land Plot No. 101024, Ropidah Plot No. 101019.2 and Lita Ega Noprila Plot No. 101012. Evidence of the installation of HCV poles can be shown in the "Berita Acara Pemasangan Patok NKT" dated 7 September 2021. • HCV monitoring is carried out every 6 months by the OHS and HCV Units. Evidence of HCV monitoring can be shown in the HCV Monitoring Report Semester I of 2021. PPSS Karya Serumpun has also made a work program for monitoring HCV every 6 months which is stated in the "Rencana Kerja Unit K3 dan HCV" for the 2021 period. • PPSS Karya Serumpun has created HCV Socialization program for all farmer members which is planned to be held once a year. The HCV socialization and training program is contained in the "Rencana Kerja Unit Penyuluhan dan Pendaftaran Tahun 2021".
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Non-conformity			
NCR Ref #	2092372-202108-M5	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	PPSS Karya Serumpun has not implementing Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.		
Requirement Reference:	Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.		
Objective Evidence:	<ul style="list-style-type: none"> • There is no evidence that smallholder member commit to: <ul style="list-style-type: none"> - Immediately stopping purchasing of these pesticides - Phasing out use of remaining stock by MS A - Providing information for the group manager to keep record of pesticide purchase and use. • During field audit to smallholder plots and interview with smallholder member confirmed that they have not aware that pesticide usage are prohibit for pregnant and breastfeeding women, including child/young workers. • Based on field visits to smallholders, it was found that in the management of used pesticide, they had been collected in the storage of the Farmers Group Head, however the management of the hazardous waste was not adequate, for 		

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	<p>example: the records were not available, the storage bins were not closed, the LB3 symbol was not available, the area was not given a partition marker to separate it from the other materials</p> <p>Furthermore, there is a chemical Methyl Pro 20 WP which is also still stored in the warehouse area and mixed with other materials, further related to this chemical there is no MSDS available.</p>
Corrections:	<ul style="list-style-type: none"> • Revision of SOPs for the use of pesticides, especially the prohibition of paraquat usage. • Socialization to all members regarding the policy of the prohibition of paraquat usage.
Root Cause Analysis:	<p>There are several types of weeds that are difficult for members to control, such as Lycopodiinae and Clidemia hirta so they still use paraquat and members do not understand the prohibition on the use of paraquat.</p>
Corrective Actions:	<ul style="list-style-type: none"> • Smallholder member commitment not to use paraquat in their operation and management of used pesticide packaging (hazardous waste). • Provide a temporary storage for used pesticide packaging in the form of a drum labeled and symbol for hazardous waste and placed in a safe location out of reach of children.
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has revised the SOP for the Use of Pesticides and Handling of Used Pesticides Container No: 25/SOP-UPHTDA/ICS-KS/X/2019, Rev 1 dated 28 August 2021. In the revision of procedure point 3 it is stated that: "In terms of the use of pesticides prohibited from using herbicides with the active ingredient paraquat. • PPSS Karya Serumpun has conducted socialization related to the SOP for the Use of Pesticides and Handling of Used Pesticides Container No: 25/SOP-UPHTDA/ICS-KS/X/2019 Rev.1 on 30 August – 10 September 2021 to all smallholder members. Evidence of socialization can be shown in: Socialization invitation letter, attendance list, minutes of socialization and photo documentation . Interviews with several sample members during audit verification showed that they understood that the use of paraquat pesticides was prohibited and should not be used again and that used pesticide packaging containers must be handed over to the head of the farmer group for temporary storage in the special storage area provided. • All members of PPSS Karya Serumpun have made a commitment not to use paraquat which is signed by the members as per "Surat Pernyataan Penggunaan Pestisida dan Penanganan Bekas Pestisida" in point 3 stated that "The use of the active ingredient paraquat (contact poison) according to PPSS Karya Serumpun policy will not be used in the plantation operation. In point 5 it is also stated that in the case of used pesticide containers or residual pesticide use, actions will be taken in accordance with the rules PPSS Karya Serumpun and in this case related to pesticide containers and pesticide residues will be kept out of reach of children. Samples of smallholder members commitments can be shown during the audit.

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	<ul style="list-style-type: none"> PPSS Karya Serumpun has provided special drums for temporary storage of pesticide waste in 10 farmer groups. Evidence of supply of drums can be proven at the time of the audit. The drums have been labeled and symbolized as hazardous waste and stored in a safe warehouse location out of reach of children. The used pesticide containers waste produced by farmer members is handed over to the farmer group which is documented in the "Berita Acara Serah Terima Limbah B3".
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Non-conformity			
NCR Ref #	2092372-202108-M6	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	Not all members can demonstrate understanding of membership requirements.		
Requirement Reference:	All members can demonstrate understanding of membership requirements.		
Objective Evidence:	Based on interview with the members sampled, not all member can demonstrate understanding of membership requirements such as internal audit and sanction for SOP violation and other establish procedure of PPSS Karya Serumpun. Furthermore, there are several members who are registered as members of the PPSSKS, however the actual field management is carried out by other people.		
Corrections:	<ul style="list-style-type: none"> Develop a handbook for members which contain the information of membership requirements and disseminated to all members. Make a statement letter from members who granting the authority to another person for managing their plots and his obligation to fulfill all the requirements of the RSPO and membership of PPSS Karya Serumpun. 		
Root Cause Analysis:	Not all farmers can remember all the requirements of PPSS Karya Serumpun due to the many documents that must be completed.		
Corrective Actions:	<ul style="list-style-type: none"> Regular socialization of PPSS Karya Serumpun policies and SOPs. Socialization regarding the smallholder member requirements, and the main tasks and functions of ICS PPSS Karya Serumpun. 		
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> PPSS Karya Serumpun has developed a smallholder Hand Book containing information related to guidelines for implementing GAP, member requirements, and other guidelines related to the application of RSPO principles and criteria. The hand book has been distributed by PPSS Karya Serumpun on 27 August – 16 September 2021 to all members. Evidence of hand book distribution can be shown during audit in the form of photo documentation and receipt of hand books documents. Interviews with several members during audit verification can be prove that they have received the Hand Book and have understood the 		

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	<p>member requirements set by PPSS Karya Serumpun and other guideline contain in the handbook.</p> <p>PPSS Karya Serumpun has also disseminated Policy and SOP on 17 September – 3 October 2021 to all members, including the SOP for Internal audit and SOP for sanctions and violations.</p> <ul style="list-style-type: none"> • Statement letter has been made by members who granting the authority to another person for managing their plots and his obligation to fulfill all the requirements of the RSPO and membership of PPSS Karya Serumpun. There are 6 smallholder member who granting the authority to another person for managing their plots: <ul style="list-style-type: none"> - Ropida to Suroso - Lita Ega Noprila to Edi Suardi - Trice Inamahyati to Yusup - Dariani to Julyanto - Mahdalena to Misman - Sofian to Tejo Tri Waluyo • Regular socialization to members has also been programmed in the PPSS Karya Serumpun as per annual work program.
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Non-conformity			
NCR Ref #	2092372-202108-M7	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	ICS has establish the procedure of expulsion and sanctions, however the procedure has not specify or define the type of violation (what is fail to comply) and details of sanction for the violation (fail to comply).		
Requirement Reference:	<p>Eligibility: A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits</p> <p>MS-A/B: The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are closed/resolved.</p>		
Objective Evidence:	<p>Procedures of expulsion and sanctions for members who fail to comply are available in SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019, however the procedure has not specify or define the type of violation (what is fail to comply) and details of sanction for the violation (fail to comply).</p> <p>There is no evidence that Findings during internal audit/observation has been resolved. Sample seen:</p> <ul style="list-style-type: none"> - Ahmad Sobari, 10 August 2020 – Gangsal Makmur: Field condition out of control, unpicked loose fruit found 		

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	<ul style="list-style-type: none"> - Basri syamsi sohan, 10 August 2020 – Gangsal Makmur: Field condition out of control, the condition of the path is not good - Defi Aprian, 10 August 2020 – Gangsal Makmur: Field condition blanket spraying - Ismanto, 11 August 2020 – Gangsal Makmur: Circle out of control - Maskur, 12 August 2020 – Gangsal Makmur: Field condition blanket spraying
Corrections:	<ul style="list-style-type: none"> • Revision of SOPs for providing specific warnings and sanctions and defining the types of violations. • Revised Internal Audit Report and follow-up plan and its implementation evidence.
Root Cause Analysis:	<p>The SOP made by PPSS Karya Serumpun has not specifically and defined the types of violations because sanctions and violations are also generally contained in the AD-ART.</p>
Corrective Actions:	<ul style="list-style-type: none"> • Socialization of SOPs revision on specific warnings and sanctions and defining the types of violations. • Regular field monitoring to ensure member compliance in implementing PPSKS policies and procedures.
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has revised the SOP of Warnings and Sanctions, SOP No: 04/SOP-PB/ICS-KS/X/2019, Rev.1 dated 28 August 2021. The procedure has explained in detail the types of violations and sanctions for each type of violation. The revised SOP has been socialized to all members on September 17, 2021 – October 3, 2021. Evidence of socialization can be shown during audit. • PPSS Karya Serumpun has completed the report on the results of internal audit field observations with follow-up evidence found during the internal audit. Evidence of corrective actions taken is documented in the "Dokumentasi Pengamatan Kebun" and "Form Observasi lapangan" After follow up action taken. Sample seen: on Ahmad Sobari plots audit findings: the condition of weeds is overgrown, there are uncollected loose fruit; Corrective action has been taken by controlling weeds and quoting loose fruit on the plate. Evidence of the corrective action implementation can be shown during the audit, the results of field observations by the ICS Team on September 8, 2021 which are documented in the "Form Observasi lapangan" can be shown that the condition of the plot is good, it is not overgrown and there are no loose bunches left in the plot. • PPSKS Karya Serumpun conducts regular field monitoring to ensure member compliance in implementing PPSKS policies and procedures. The routine internal audit program has also been prepared by PPSKS in the annual internal audit program.

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Non-conformity			
NCR Ref #	2092372-202108-M8	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021
Clause & Category (Critical / Minor)	Critical		
Statement of Nonconformity:	Based on document review it was known that the annual group business plan is not included the production and income forecasting based on historical records.		
Requirement Reference:	An annual group business plan is available, which includes <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 		
Objective Evidence:	Based on document review it was known that the annual group business plan is not sufficient, such as not mentioned related the production and income forecasting based on historical records. Furthermore, An annual group business plan regarding Production and income forecasting did not reviewed at least annually as mentioned in the Rapat Anggota Tahunan (RAT) Report on 30 January 2021.		
Corrections:	Revise and prepare annual target estimation data which includes total production tonnage, prices, costs and revenues.		
Root Cause Analysis:	PPSS Karya Serumpun has not yet included the income forecasting and its cost in the annual business plan.		
Corrective Actions:	Review the annual business plan and its achievement through ICS and management meeting.		
Assessment Conclusion:	NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit: <ul style="list-style-type: none"> • PPSS Karya Serumpun has compiled data on annual production estimates and estimates of costs and prices as well as revenues. Cost estimates include fertilizer costs, weed control costs, pruning costs and road maintenance costs. The annual PPSS Karya Serumpun business plan is documented in "Taksasi produktifitas panen dan target pendapatan PPSKS Periode Agust 2021 – Juli 2022. • PPSS Karya Serumpun has conducted an annual review of the business plan and target achievement through ICS meetings. Latest meeting conducted on 27 September 2021. PPSS Karya Serumpun annual program has also been prepared, including regular ICS meetings to discuss the performance of achieving the targets of the annual business plan. 		

Non-conformity			
NCR Ref #	2092372-202108-M9	Date Issued	13 August 2021
Due Date	12 August 2022	Date of nonconformity Closure	18 October 2021

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Clause & Category (Critical / Minor)	Critical
Statement of Nonconformity:	Perkumpulan Petani Sawit Swadaya Karya Serumpun have established SOP on how the premiums should be used but have not communicated agreement to the group members.
Requirement Reference:	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.
Objective Evidence:	Perkumpulan Petani Sawit Swadaya Karya Serumpun has established "Standar Operasional Prosedur Penerimaan dan Penggunaan Dana Premium No.32/SOP-PPDP/ICS-KS/2019" based on meeting smallholder group and ICS dated 24 October 2019.
Corrections:	Dissemination of the agreement and SOP on the acceptance and use of premiums sharing to all members.
Root Cause Analysis:	PPSS Karya Serumpun has established an agreement and SOP for the use of premium, but has not yet disseminated the agreement on the acceptance and use of premium funds to all members.
Corrective Actions:	Periodically socialize for SOPs for receiving and using premium sharing to all members.
Assessment Conclusion:	<p>NCR Close out has been conducted by remote assessment. NC status has been Closed. Evidence of corrective action taken verified during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has conducted socialization related to SOP Premium sharing "Standar Operasional Prosedur Penerimaan dan Penggunaan Dana Premium No.32/SOP-PPDP/ICS-KS/2019" on 19 – 24 August 2021. Evidence of socialization in the form of attendance lists and minutes of socialization can be shown during audit. Interviews with a sample of smallholder members (Hendro Kumar, Wahyudi, Samijan, Hariati, Yusuf) showed that they already understood the premium sharing procedure, and they have agreed with the premium sharing procedure that had been made in consultation with all farmer members. • PPSS Karya Serumpun has made an annual plan program for the socialization of SOPs and policy to all members as outlined in the PPSS Karya Serumpun annual Work program. The implementation of premium sharing SOPs will be reviewed annually through ICS meetings.

Opportunity for Improvements	
OFI #	Description
OFI 1	-

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Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	Nil	Date Issued	
Due Date		Date of nonconformity Closure	
Clause & Category (Major / Minor)	Nil		
Statement of Nonconformity:	Nil		
Requirement Reference:	Nil		
Objective Evidence:	Nil		
Corrections:	Nil		
Root Cause Analysis:	Nil		
Corrective Actions:	Nil		
Assessment Conclusion:	Nil		

Opportunity for Improvement	
OFI#	Description
OFI 1	-

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2092372-202108-M1	Critical	Criteria 1.3	13/08/2021	18/10/2021
2092372-202108-M2	Critical	Criteria 3.2	13/08/2021	18/10/2021
2092372-202108-M3	Critical	Criteria 3.5	13/08/2021	18/10/2021
2092372-202108-M4	Critical	Criteria 4.1	13/08/2021	18/10/2021
2092372-202108-M5	Critical	Criteria 4.8	13/08/2021	18/10/2021
2092372-202108-M6	Critical	Criteria A.1.4	13/08/2021	18/10/2021
2092372-202108-M7	Critical	Criteria B.1.1	13/08/2021	18/10/2021
2092372-202108-M8	Critical	Criteria C.1.1	13/08/2021	18/10/2021

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2092372-202108-M9	Critical	Criteria D.3.1	13/08/2021	18/10/2021
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3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss Perkumpulan Petani Sawit Swadaya Karya Serumpun Certification Unit's environmental and social performance, legal and any known dispute issues.

Meetings were conducted 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 meeting, 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 later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Governmental Department	Dinas Lingkungan Hidup Kabupaten Indragiri Hulu - Environmental Service Indragiri Hulu Regency	Phone interview
Governmental Department	Dinas Pertanian Kabupaten Indragiri Hulu – Agriculture Service Indragiri Hulu Regency	Phone interview
Governmental Department	BPJS Cabang Rengat	Phone interview
Communities	Village Head Sungai Akar	Face to face interview
Governmental Department	Badan Penyuluhan Pertanian dan Perikanan Kecamatan Batang Gansal	Face to face interview
Governmental Department	Badan Penyuluhan Pertanian dan Perikanan Kecamatan Seberida	Face to face interview
NGO	Widya Erti Indonesia	Face to face interview
Previous land owner	Harjatno	Cannot be contacted
Previous land owner	Jayusman	Cannot be contacted
Previous land owner	Waginten	Cannot be contacted

Stakeholders comment	
#1	<p>Feedbacks: Dinas Lingkungan Hidup Kabupaten Indragiri Hulu - Environmental Service Indragiri Hulu Regency Joni M – Kepala Bidang Lingkungan Hidup</p> <ul style="list-style-type: none"> • Independent smallholder PPSS Karya Serumpun has completed the “Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup” for the all smallholder member, totalling 584 Ha. • Environmental service acknowledged that independent smallholder PPSS Karya Serumpun has collected and handover the hazardous waste (such as empty pesticide container and fertilizer inner bags) to PT. Sumber Kencana Indo Palma (partner mill) • Environmental service support the activities of PPSS Karya Serumpun, as it is pioneering independent smallholder to go for RSPO certification. • Environmental service suggest PPSS Karya Serumpun to manage the organization capacity to manage secretariat, to communicate the policy through signboard, conduct socialization for independent smallholder in Indragiri Hulu Regency. • There is no complaint reported related to environmental pollution emitted by PPSS Karya Serumpun <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - Independent smallholder PPSS Karya Serumpun has completed the SPPL “Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup” for the all smallholder member, with total 584 Ha. SPPL has been approved by Dinas Lingkungan Hidup Kabupaten Indragiri Hulu. - PPSS Karya Serumpun has a contract agreement with PT SKIP for hazardous waste handling and management according to “Surat Perjanjian Kerjasama Penempatan Wadah Limbah Pestisida antara PT Sumber Kencana Indopalma (SKIP) dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun” dated 1st September 2020. Hazardous waste from PPSS Karya Serumpun deliver to PT SKIP and further manage by PT SKIP according to government regulation without burning. - PPSS Karya Serumpun has managed organizational capacity to manage secretariat (ICS has been formed), communication and counseling through information boards, outreach to reach independent smallholders in Indragiri Hulu Regency.
#2	<p>Feedbacks: Dinas Pertanian Kabupaten Indragiri Hulu – Agriculture Service Indragiri Hulu Regency Sri Wahyu Haryanto – Kepala Bidang Perkebunan</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has completed legal requirement to operates oil palm plantation activity. • PPSS Karya Serumpun has submit application for “Surat Tanda Daftar Budidaya/STD-B” however, the organization has not completely fill in information related to oil palm seedling. • Agriculture Service support the activity of PPSS Karya Serumpun by providing mentoring. • Agriculture Service is monitoring the FFB purchase price and committed to socialization “Peraturan Gubernur No.77 tahun 2020 tentang Tata Cara Penetapan Harga Pembelian Tandan Buah Segar Kelapa Sawit Produksi Pekebun di Provinsi Riau” for independent smallholder partnership. • Independent smallholder brought up to meeting for FFB price determination. • Agriculture Service suggest PPSS Karya Serumpun to encourage smallholder member to replanting using facility from “Badan Pengelola Dana Perkebunan Kelapa Sawit/BPDPKS” for “Peremajaan Sawit Rakyat/PSR” – community replanting program. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - PPSS Karya Serumpun has completed legal requirement to operates oil palm plantation activity. Documnet verified during audit: “Surat Tanda Daftar Budidaya/STD-B”, Surat Pernyataan kesanggupan

	<p>pengelolaan lingkungan – SPPL”, land title (SHM), deed of establishment of cooperative and business license.</p> <ul style="list-style-type: none"> - FFB price determination are transparently informed to all members. - PPSS Karya Serrumpun in the future will encourage and facilitate the farmer members to do replanting using facilities “Badan Pengelola Dana Perkebunan Kelapa Sawit/BPDPKS” for “Peremajaan Sawit Rakyat/PSR” – community replanting program, in order to obtain certified seed origin and can register for Cultivation Registration Certificate/STD-B.
<p>#3</p>	<p>Feedbacks: BPJS Cabang Rengat Aristoteles Sitinjak – Pimpinan BPJS Cabang Rengat</p> <ul style="list-style-type: none"> • Confirmed 31 smallholder from PPSS Karya Serumpun has been registered and covered with insurance under BPJS Ketenagakerjaan with program “Sektor Bukan Penerima Upah”. • BPJS Ketenagakerjaan is supportive and appoint PPSS Karya Serumpun as working partner in socialization of BPJS program for informal sector, using “Sektor Bukan Penerima Upah”. • BPJS Ketenagakerjaan confirmed the levy payment is consistent. • So far there was no claim related to occupational injuries from smallholder member of PPSS Karya Serumpun. • There is a plan for additional membership registration from smallholder members. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - Perkumpulan Petani Sawit Swadaya Karya Serumpun registering 31 ICS member into BPJS Ketenagakerjaan. Sampled ICS member: Erik Erianto, Agus Setiawan, Edi Luqfina, Edi Suroto, Muhammad Rifa’i, Muti Hildayati, Wawan Ardian, Yusup. - Perkumpulan Petani Sawit Swadaya Karya Serumpun has a plan to registered all members into BPJS Ketenagakerjaan for accident insurance.
<p>#4</p>	<p>Feedbacks: Pardi – Village Head Sungai Akar (Caretaker)</p> <ul style="list-style-type: none"> • In general the relationship between village and PPSS Karya Serumpun is good, and acknowledge the organization activity for development of oil palm plantation independent smallholder. • The village head confirmed the smallholder members of PPSS Karya Serumpun holds documented legal ownership of the land in Sungai Akar village. • The village head explains the previous land owners are mostly local people from Sungai Akar village, once they sold the land they move out from Sungai Akar village. • No customary land/indigenous people’s land inside Sungai Akar village. • The village head acknowledge the manpower utilization from oil palm plantation activities from PPSS Karya Serumpun, this in return contributing to community’s economic condition. • There is no complaint reported from village community related to land conflict, environmental pollution, occupational accident, use of child worker. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - Based on sample members visited, their plot location is outside of Forest Area and their land title is recognized legally. - During field audit and document verification confirmed that there is no land conflict and complaint at PPSS Karya Serumpun.
<p>#5</p>	<p>Feedbacks: Danu Kusuma – Badan Penyuluhan Pertanian dan Perikanan Kecamatan Batang Gansal</p>

	<p>Puji – Badan Penyuluhan Pertanian dan Perikanan Kecamatan Seberida</p> <ul style="list-style-type: none"> • No customary land in the operational areas of PPSS Karya Serumpun. So far no land conflict in the smallholder member block. • The smallholder member’s block located in “Area Penggunaan Lain/APL”. • No oil palm plantation belong to independent smallholder member of PPSS Karya Serumpun located under forest area – “Kawasan Hutan” • The smallholder member of PPSS Karya Serumpun was preparing the land using mechanical, and does not use fire for land preparation. There has been no pest and disease infestation required to use fire for eradication. There was no land/plantation fire incident during 2020-2021 (to date). • PPSS Karya Serumpun started to introduce health and safety for workers in smallholder blocks. • The use of worker, if any at uniform rate of Rp.100,000- Rp.200,000 per ton FFB harvested. From their monitoring, no use of child worker due to risks in oil palm plantation. • PPSS Karya Serumpun and its smallholder group coordinates to gain access for subsidized fertilizer. • PPSS Karya Serumpun can improve the FFB quality and FFB quantity of its smallholder member, by implementing Good Agricultural Practices. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - Confirmed during audit that there is no customary land in the operational areas of PPSS Karya Serumpun and no land conflict in the smallholder member block. - PPSS Karya Serumpun also has a procedure of land preparation SOP No: 20/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019; land preparation conducted by method Zero burning. - Wages for workers are paid according to regional minimum wages. Smallholder member has signed the commitment to Pay of national level minimum wage. Payment made on same date as work performed – in cash. Sample seen that workers are paid IDR 130.000/ton FFB.
<p>#6</p>	<p>Feedbacks:</p> <p>Cahyo – Widya Erti Indonesia</p> <ul style="list-style-type: none"> • Widya Erti committed to support the independent smallholder PPSS Karya Serumpun through process, for sustainable palm oil • PPSS Karya Serumpun smallholder member involved in participatory mapping and overlaid against forest area maps, to ensure no oil palm plantation located under forest area. • The main goal is to prepare PPSS Karya Serumpun to become fully independent and self-sufficient – organization, financial. • The strength in PPSS Karya Serumpun from the solid independent smallholder. • Widya Erti suggest PPSS Karya Serumpun to build more proactive approach in the management. <p>Audit Team verification and response:</p> <ul style="list-style-type: none"> - Widya Erti is the facilitator of PPSS Karya Serumpun for RSPO certification programme. Many of coach and training has been delivered to PPSS Karya Serumpun to obtain the RSPO certification.

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Harjatno	2014	1.00	Yes	Yes	Comply
Jayusman	2016	2.00	Yes	Yes	Comply
Waginten	2014	3.90 (2.00 & 1.90)	Yes	Yes	Comply



Previous land owner / user comment	
1#	<p>Feedbacks:</p> <p>From document review upon Audit team identified several names as previous landowner.</p> <ul style="list-style-type: none"> - Group member Hendra (ID 701023.3) shows "Surat Keterangan Ganti Kerugian atas nama Harjatno kepada Hendra". Previous landowner Harjatno – cannot communicate. - Group member Mismar (ID 701038.6) shows "Surat Keterangan Ganti Kerugian atas nama Jayusman kepada Mismar". Previous landowner Jayusman – cannot communicate. - Group member Trice Inamahyati (ID 701072) shows "Surat Keterangan Ganti Kerugian atas nama Jayusman kepada Trice Inamahyati". Previous landowner Jayusman – cannot communicate. - Julyanto (ID 101031.1) shows "Surat Keterangan Ganti Kerugian atas nama Waginten kepada Julyanto". Previous landowner Waginten – cannot communicate. <p>However, when audit team tried to communicate with these names – they cannot be met. The village head and PPSS Karya Serumpun committee, previous landowners are mostly local people from village, once they sold the land they move out from the village.</p> <p>Audit Team verification and response:</p> <p>Based on verification carried out by the auditor on the supporting documents, it was known that the evidences regarding the transfer of ownership rights has available at the PPSS Karya Serumpun Office. The results of interview with the Group Manager and Head of Village also has revealed that the buying and selling process has gone through with the FPIC process or PADIATAPA and there is no land dispute until now.</p>

3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Perkumpulan Petani Sawit Swadaya Karya Serumpun has complied with the Independent Smallholder Standard 2019 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Perkumpulan Petani Sawit Swadaya Karya Serumpun is certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mujinius Jalaraya	Name: Wawan Ardian
Company Name: on behalf BSI Malaysia Services Sdn Bhd.	Company Name: Perkumpulan Petani Sawit Swadaya Karya Serumpun
Title: Lead Auditor	Title: Group Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 31 October 2021	Date: 02 November 2021

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Optimise productivity, efficiency, positive impacts and resilience Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p>Criteria 1.1 Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
<p>Eligibility</p>	<p>E Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> 1. Legal formation (as per country requirements) 2. Fair and transparent decision making and governance 3. Additional documents per requirements for Group Formation and Management. 4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration). 	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun here in after referred as Karya Serumpun has had legally registered as follows:</p> <ol style="list-style-type: none"> a. Karya Serumpun has obtained new Legal Entity under Deed of Establishment No. 22 dated 09 July 2019 issued by Notary Roni Ermanto, S.H., M.Kn. Karya Serumpun has registered the legal entity in the Republic of Indonesia Ministry of Law and Human Right under decree number "Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU- 007229.AH.01.07.Tahun 2019 tentang Pengesahan Pendirian Badan Hukum Perkumpulan Petani Sawit Swadaya Karya Serumpun" dated 16 July 2019 regarding legalization of legal entity of <i>Perkumpulan Petani Sawit Swadaya Karya Serumpun</i>. b. Based on the decision of the member meeting on 27 August 2019 decided to appoint the Group Manager and ICS Structure based on Surat Keputusan No. 1/ISK-KOMITE PERSETUJUAN/KS/VIII/2019. Along with the appointment, the organizational structure, functions, duties and responsibilities of the Group Manager / Approval Committee are also determined. <p>All of member of Perkumpulan Petani Sawit Swadaya Karya Serumpun has been declared as a member of the Association that comply with the RSPO required which contains: All land holdings, Location (coordinates) of all plots currently planted with oil palm, Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined</p>	<p>Complied</p>

		<p>HCV-HCS approach for Smallholders), Any plots located on steep slopes, Any plots located on peat, Details on plans for replanting and expansion of oil palm, Any existing land disputes, Ownership and land use status and Source of farm labour.</p> <p>Sample seen:</p> <ul style="list-style-type: none"> - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Maju Jaya consisting of 77 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Tani Sejahtera consisting of 29 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sekuyam Jaya consisting of 32 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sri Rejeki consisting of 7 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Mekar Makmur consisting of 29 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Gansal Makmur consisting of 13 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sawit Mandiri consisting of 19 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Harapan Jaya consisting of 36 members dated 18 December 2020. 	
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		<ul style="list-style-type: none"> - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sidodadi consisting of 43 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Jaya Tani of 19 members dated 18 December 2020. 	
<p>Milestone A</p>	<p>Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.</p>	<p>Group Manager has identified the geographical area to be covered. The Karya Serumpun currently has members in seven villages: Pangkalan Kasai, Klesa, Siambol, Ringin, Seberida, Belimbing and Sungai Akar village.</p> <p>Group Manager has prepared the documented procedure and human resources to regulate the Group Manager structure. The structure of the Group Manager has been established, the same document has also defined the roles and responsibility of all personnel involved.</p> <p>Identification and regulation of roles and responsibility for Group Manager and the staff has been defined clearly under each appointment letter.</p> <p>Rules of group member has been established by group manager under “<i>SOP Perkumpulan Petani Kelapa Sawit Swadaya Karya Serumpun</i>” regulating receiving member, assessing potential member, sanction and expulsion, exiting member, internal audit procedure, non-conformity handling and other procedures.</p> <p>Several trainings have been attended by Group Managers and group members, including:</p> <ul style="list-style-type: none"> - Training related to RSPO Independent Smallholder Standard and FPIC Interpretation on 15, 20, 22, 23, 26 and 29 June 2020 at Pangkalan Kasai, Simbul, Klesa, Sungai Akar and Ringin Village attended by 193 members. - Training related to Standar Operating Procedure on 21 March 2020 at Ringin Village attended by 29 members, on 24 February 2020 at Sungai Akar Village attended by 43 members, on 6 March 2020 at Pangkalan 	<p>Complied</p>

		<p>Kasai Village attended by 77 members, and 28 March 2020 at Seberida Village attended by 19 members.</p> <ul style="list-style-type: none"> - Training related to Business Plan on 9 March 2021 at Seberida Village attended by 19 members, on 10 March 2021 at Ringin and Sungai Akar Village attended by 72 members, and on 13 March 2021 at Pangkalan Kasai Village attended by 29 members. - Training related to Financial Literacy to improve the welfare of members in managing finances on 4 September 2020 at Pangkalan Kasai attended by 77 members, on 15 November 2020 at Sungai Akar Village attended by 43 members, and on 26 December 2020 at Ringin Village attended by 29 members. - Training related to good agricultural practises including Integrated pest management (IPM) on 1 February 2020 at Ringin Village attended by 29 members, on 10 February 2020 at Sungai Akar Village attended by 43 members, and on 24 January 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to occupational health and safety on 23 October 2020 at Ringin Village attended by 29 members, on 19 October 2020 at Sungai Akar Village attended by 43 members, and on 30 October 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to internal audit on 24 February 2021 at Ringin Village and Sungai Akar Village attended by 72 members, and on 27 February 2021 at Pangkalan Kasai Village attended by 29 members. - Training related complaint and grievance on 24 March 2021 at Ringin Village attended by 29 members, on 29 March 2021 at Pangkalan Kasai attended by 73 members and on 5 Apr 2021 at Sungai Akar Village attended by 18 members. - Training related Pesticides Handling on 23 November 2020 at Ringin Village attended by 29 members, on 13 December 2020 at Sungai Akar 	
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		<p>Village attended by 43 members and on 28 December 2020 at Pangkalan Kasai Village attended by 77 members.</p> <ul style="list-style-type: none"> - Training related to domestic waste management on 23 November 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 13 December 2020 at Sungai Akar Village attended by 43 members. - Training related to gender equality on 8 December 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 27 December 2020 at Sungai Akar Village attended by 43 members. <p>The determination of FFB prices for independent smallholders at Karya Serumpun is based on a market mechanism in Indragiri Hulu Regency, this has been socialized to all members in July 2020. FFB prices are always informed to all member through information boards at the Association's office and through short message application (WA). The following is information on changes in FFB prices for the period 14 July to 7 August 2021:</p> <ul style="list-style-type: none"> - On 14 July 2021, the price of FFB is IDR 2,040 per Kg - On 16 July 2021, the price of FFB is IDR 2,060 per Kg - On 23 July 2021, the price of FFB is IDR 2,090 per Kg - On 27 July 2021, the price of FFB is IDR 2,110 per Kg - On 29 July 2021, the price of FFB is IDR 2,140 per Kg - On 31 July 2021, the price of FFB is IDR 2,190 per Kg - On 3 August 2021, the price of FFB is IDR 2,220 per Kg - On 7 August 2021, the price of FFB is IDR 2,250 per Kg 	
<p>Milestone B</p>	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> • Fair and transparent decision-making and governance 	<p>Karya Serumpun has had a Best Management Practices Procedure. The procedure covers:</p>	<p>Complied</p>

	<ul style="list-style-type: none"> Sustainable financial management 	<ol style="list-style-type: none"> Land preparation "<i>Pembukaan dan Persiapan Lahan</i>" (17/SOP-UKNKT/ICS-KS/X/2019) dated 24/10/2019, described land clearing method and preparation, blocking design, land clearing operation and planting palm oil. Pest and disease control "<i>Penanggulangan Hama Terpadu</i>" (20/SOP-UPHTDA/ICS-KS/X/2019) dated 24/10/2019, described the early warning system through regular monitoring, analyst of the result of monitoring, necessary recommendation, control of pest and disease: physical/biological/chemical, use of chemical is the last alternative. Upkeep Procedure "<i>Pemeliharaan dan Perawatan</i>" (07/SOP-PP/ICS-KS/X/2019) dated 24/10/2019, described identification and handling of weed, maintenance of circle of oil palm, schedule of pruning and maintenance of access road. Fertilizer Procedure "<i>Pemupukan</i>" (43/SOP-P/ICS-KS/X/2019) dated 24/10/2019, described the schedule of fertilization, identification of oil palm, preparation of fertilization tools and PPE and handling of fertilizer waste. Harvesting practice "<i>Pemanenan Tandan Buah Segar (TBS) dan Mutu Buah</i>" (20/SOP-UPP/ICS-KS/X/2019) dated 24/10/2019, described the harvesting practice, criteria of harvesting, rotation of harvesting, FFB quality, frond pruning, safety/PPE requirement. Protect of wildlife "<i>Melindungi Satwaliar</i>" (16/SOP-UKNKT/ICS-KS/X/2019) dated 24/10/2019" described monitoring of wildlife near the plot, protect of the corridor of the wildlife, install of the signboard regarding protected of the wildlife, build communication to the BKSDA Riau. Monitoring of HCV, "<i>Pemantauan Nilai Konservasi Tinggi</i>" (15/SOP-UKNKT/ICS-KS/X/2019) dated 24/10/2019" describe the prohibition to planted oil palm in riparian zone, protect water sources by planting 	
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		<p>trees, give warning board related protection of the sources of water and riparian zone, monthly monitoring of the HCV.</p> <p>8. Pesticide handling and management "<i>Pestisida dan Penanganan Bekas Pestisida</i>" (22/SOP-PPDPBP/ICS-KS/X/2019) dated 24/10/2019" described the type of pesticide, pesticide usage instruction, emergency procedure to avoid toxic, management of used pesticide container, and PPE used during application.</p> <p>9. Replanting (10/SOP-UPHTDA/ICS-KS/X/2019) dated 24/10/2019" described replanting process refers to PP No.28/1995: zero burning systems and pay attention to the principles of sustainability and environmental health.</p> <p>To monitor operational activity in each farmer plot, Karya Serumpun has been shared the personal information form where all farmer recorded their operational activity regarding the production record, fertilization record and upkeep schedule.</p> <p>In accordance with the transparency policy at Karya Serumpun, each year an Annual Member Meeting is held which informs:</p> <ul style="list-style-type: none"> - Preparation of work programs - Training program - implementation of manuring program - Installing of land boundaries stakes with permanent stakes, coordination to the local government/DISBUN regarding STDB issuances - Comparative studies regarding the RISS 2019, build FFB sales network to factories in Batang Gansal and Seberida Sub District - Managing hazardous waste from members by collecting it in Farmer Group (Kelompok Tani). - Financial report for period Y2020. 	
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		<p>The latest Annual Member Meeting was held on 30 January 2021 for period Y2020.</p> <p>Karya Seumpun also conducted refreshment training to ensuring all member following the stipulated procedures especially in Best Management Practices aspect, internal audit, and IPM Training that has been held in January 2020 and February 2021.</p>	
<p>Criteria 1.2 Smallholders have the capacity to effectively manage their farm.</p>			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	<p>Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.</p>	<p>Karya Serumpun has had annual training program as in "Timeline Kegiatan Refresh Pelatihan Petani Tahun 2020- 2021" including best management practices, OHS, ERP, Basic Fire, capacity building on record keeping for production, including inputs and yields, transactions, and variety. Based on document verification obtained information of the latest training that has held as follows:</p> <ul style="list-style-type: none"> - Training related to RSPO Independent Smallholder Standard and FPIC Interpretation on 15, 20, 22, 23, 26 and 29 June 2020 at Pangkalan Kasai, Simbul, Klesa, Sungai Akar and Ringin Village attended by 193 members. - Training related to Standar Operating Procedure on 21 March 2020 at Ringin Village attended by 29 members, on 24 February 2020 at Sungai Akar Village attended by 43 members, on 6 March 2020 at Pangkalan Kasai Village attended by 77 members, and 28 March 2020 at Seberida Village attended by 19 members. - Training related to Business Plan on 9 March 2021 at Seberida Village attended by 19 members, on 10 March 2021 at Ringin and Sungai Akar 	Complied

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		<p>Village attended by 72 members, and on 13 March 2021 at Pangkalan Kasai Village attended by 29 members.</p> <ul style="list-style-type: none"> - Training related to Financial Literacy to improve the welfare of members in managing finances on 4 September 2020 at Pangkalan Kasai attended by 77 members, on 15 November 2020 at Sungai Akar Village attended by 43 members, and on 26 December 2020 at Ringin Village attended by 29 members. - Training related to good agricultural practises including Integrated pest management (IPM) on 1 February 2020 at Ringin Village attended by 29 members, on 10 February 2020 at Sungai Akar Village attended by 43 members, and on 24 January 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to occupational health and safety on 23 October 2020 at Ringin Village attended by 29 members, on 19 October 2020 at Sungai Akar Village attended by 43 members, and on 30 October 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to internal audit on 24 February 2021 at Ringin Village and Sungai Akar Village attended by 72 members, and on 27 February 2021 at Pangkalan Kasai Village attended by 29 members. - Training related complaint and grievance on 24 March 2021 at Ringin Village attended by 29 members, on 29 March 2021 at Pangkalan Kasai attended by 73 members and on 5 Apr 2021 at Sungai Akar Village attended by 18 members. - Training related Pesticides Handling on 23 November 2020 at Ringin Village attended by 29 members, on 13 December 2020 at Sungai Akar Village attended by 43 members and on 28 December 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to domestic waste management on 23 November 2020 at Ringin Village attended by 29 members, on 12 December 2020 at 	
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		<p>Pangkalan Kasai Village attended by 77 members and on 13 December 2020 at Sungai Akar Village attended by 43 members.</p> <ul style="list-style-type: none"> - Training related to gender equality on 8 December 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 27 December 2020 at Sungai Akar Village attended by 43 members. 	
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	<p>Based on field observation to smallholder member area, e.g. KT Sidodadi - Sungai Akar Village, KT Mekar Makmur-Ringin Village, KT Maju Jaya-Pangkalan Kasai Village it was observed that smallholders are managing their farm effectively and maintain records of production and transaction data.</p> <p>Sample seen of transaction data of FFB sale:</p> <p>Transaction to Mill</p> <p>Period 18 May 2021 – 23 May 2021</p> <ul style="list-style-type: none"> a. Payment slip from mill (SKIP Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 28 May 2021), Qty 82,731 Kg; total received IDR 181,495,371. b. Payment slip dated 6 August 2021 from Karya Serumpun to smallholders: <ul style="list-style-type: none"> - Yusuf, KT Maju Jaya, Pangkalan Kasai Village, ID-701077, total received IDR 12,465,360. - Danu Wiyoto, KT Sekuyam Jaya, Klesa Village, ID-501006, total received IDR 9,214,860. - Nano Sudarsono, KT Sekuyam Jaya, Klesa Village, ID-501015, total received IDR 10,182,780. <p>Period 21 June 2021 – 23 June 2021</p>	Complied

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		<p>a. Payment slip from mill (SKIP Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 02 July 2021), Qty 74,121 Kg, total received IDR 206,414,293.</p> <p>b. Payment slip dated 6 August 2021 from Karya Serumpun to smallholders:</p> <ul style="list-style-type: none"> - Nano Sudarsono, KT Sekuyam Jaya, Klesa Village, ID-501015, total received IDR 5,935,720. - Asmadi, KT Mekar Makmur, Ringin Village, ID-101003, total received IDR 4,916,000. - Yari Sunal Firdaus, KT Gansal Makmur, Seberida Village, ID-201013, total received IDR 7,658,000. <p>Period 26 July 2021- 1 August 2021</p> <p>a. Payment slip from mill (SKIP Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 6 August 2021), Qty 84,912 Kg, total received IDR 183,612,861.</p> <p>b. Payment slip dated 6 August 2021 from Karya Serumpun to smallholders:</p> <ul style="list-style-type: none"> - Yusuf, KT Maju Jaya, Pangkalan Kasai Village, ID-701077, total received IDR 12.140.810. - Imron Rosadi, KT Sri Rejeki, Siambul Village, ID-401001, total received IDR 8,657,330. - Sugiyanto, KT Gangsal Makmur, Seberida Village, ID-201010, total received IDR 5,636,760. - Nanang Nursalim, KT Sawit Mandiri, Seberida Village, ID-202010, total received IDR 3,590,620. <p>Transaction to FFB Collector Period May 2021</p>	
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		<ul style="list-style-type: none"> • Herwan, ID-101010, KT Mekar Makmur, Ringin Village dated 5 May 2021, Qty 1,600 Kg, IDR 3,088,000; dated 19 May 2021, Qty 1,700 Kg, IDR 3,247,000. • Alham Sutarsono, ID-101001, KT Mekar Makmur, Ringin Village dated 8 May 2021, Qty 650 Kg, IDR 1,241,000; dated 22 May 2021, Qty 670 Kg, IDR 1,293,000. • Epiwaldi, ID-101008, KT Mekar Makmur, Ringin Village dated 6 May 2021, Qty 1490 Kg, IDR 2,875,000; dated 20 May 2021, Qty 1,480 Kg, IDR 2,826,000. • Widodo, ID- 601043, KT Jaya Tani, Sungai Akar Village dated: 8 May 2021, 1,600 Kg, IDR 3,040,000, dated 22 May 2021, 1,598 KG, IDR 3.608.000. • Maryadi, ID- 601015, KT Sidodadi, Sungai Akar Village dated 5 May 2021, 1,520 Kg, IDR 2,918,000 and dated 19 May 2021, 1,527 Kg, IDR 2,901,000. • Aminatin, ID-601004, KT Sidodai, Sungai Akar Village dated 6 May 2021, 1,036 Kg, IDR 1,989,000 and dated 20 May 2021, 1,039 Kg, IDR 1.994,000. <p>Period June 2021</p> <ul style="list-style-type: none"> • Herwan, ID-101010, KT Mekar Makmur, Ringin Village dated 2 June 2021, Qty 1,000 Kg, IDR 1,930,000; dated 16 June 2021, Qty 1,050 KG, IDR 1,953.000; dated 30 June 2021, Qty 1,171 Kg, IDR 2,014,000. • Alham Sutarsono, ID-101001, KT Mekar Makmur, Ringin Village dated 5 June 2021, Qty 650 Kg, IDR 1,254,000; dated 19 June 2021, Qty 665 Kg, IDR 1,223,000. • Epiwaldi, ID-101008, KT Mekar Makmur, Ringin Village dated 3 June 2021, Qty 1,490 Kg, IDR 2,875,000; dated 17 June 2021, Qty 1,499 Kg, IDR 2,788,000. 	
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		<ul style="list-style-type: none"> • Widodo, ID- 601043, KT Mekar Makmur, Sungai Akar Village dated: 5 June 2021, Qty 1,599 Kg, IDR 3,070,000; dated 19 June 2021, Qty 1,608 KG, IDR 2,935,000. • Maryadi, ID- 601015, KT Sidodadi, Sungai Akar Village dated 2 June 2021, Qty 1,000 Kg, IDR 1,920,000; dated 16 June 2021, Qty 1,015 Kg, IDR 1.877,000; 30 June 2021, Qty 1,013 Kg, IDR 1,735,000. • Aminatin, ID-601004, KT Sidodadi, Sungai Akar Village dated 6 June 2021, Qty 1,043 Kg, IDR 2,002,000; dated 17 June 2021, Qty 1,036 Kg, IDR 1.916,000. <p>Period July 2021</p> <ul style="list-style-type: none"> • Herwan, ID-101010, KT Mekar Makmur, Ringin Village dated 14 July 2021, Qty 1,597 Kg, IDR 2,847,000; dated 28 July 2021, Qty 1,613 Kg, IDR 3,000,000. • Alham Sutarsono, ID-101001, KT Mekar Makmur, Ringin Village dated 3 July 2021, Qty 451 Kg, IDR 775,000; dated 17 July 2021, Qty 460 Kg, IDR 832,000, dated 31 July 2021, Qty 420 Kg, IDR 814,000. • Epiwaldi, ID-101008, KT Mekar Makmur, Ringin Village dated 1 July 2021, Qty 1,000 Kg, IDR 1,720,000; dated 15 July 2021, Qty 1,050 Kg, IDR 1,869,000; dated 29 July 2021, Qty 965 Kg, IDR 1,823,000. • Widodo, ID- 601043, KT Mekar Makmur, Sungai Akar Village dated: 3 July 2021, 1,600 Kg, IDR 2,735,000; dated 17 July 2021, Qty 1,599 Kg, IDR 2,878,000. • Maryadi, ID- 601015, KT Sidodadi, Sungai Akar Village dated 14 July 2021, Qty 1,525 Kg, IDR 2,699,000; dated 128 July 2021, Qty 1,530 Kg, IDR 2,830,000. • Aminatin, ID-601004, KT Sidodadi, Sungai Akar Village dated 8 July 2021, Qty 1,040 Kg, IDR 1,778,000; dated 22 July 2021, Qty 1,042 Kg, IDR 1,875,000. 	
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		<p>To monitor operational activity in each farmer plot, Karya Serumpun has been shared the personal information form where all farmer recorded their operational activity regarding the production record, fertilization record and upkeep schedule.</p> <p>Each member can also access the FFB prices or records of production and transaction data of all FFB sale in Group Manager’s office.</p>	
<p>Criteria 1.3 Smallholders implement good agricultural practices (GAP) on their farms.</p>			
Eligibility	<p>Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).</p>	<p>Each member of Karya Serumpun has signed the Member Declaration dated 18 December 2020. Within the declaration, each member committed to:</p> <ol style="list-style-type: none"> 1. Continue to progress along the standard and meet required milestones for progress. 2. Participate in trainings as required and actively participate in the group. 3. Ensure no forced labour on farm operations and end any existing forced labour. 4. Pay national level minimum wage. 5. Respect the rights of workers to file a complaint. 6. Provide safe working conditions and facilities. 7. No discrimination, harassment or abuse on the farm. 8. Ensure no child labour on farm operations and end any existing child labour. 9. Not clearing or acquiring land from indigenous peoples, local communities, or other users without their free, prior and informed consent (FPIC), based on a simplified FPIC approach. 10. Resolve any existing disputes 	Complied

		<ol style="list-style-type: none"> 11. No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation). 12. Protect HCVs and HCS forests through the precautionary practices approach. 13. No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion. 14. Use of best management practices for oil palm on peat. 15. No burning for preparing land or pest control. 16. Minimise and control erosion. 	
Milestone A	Smallholders complete training on Good Agriculture Practices (GAP).	<p>Karya Serumpun has had annual training program as in "Timeline Kegiatan Refresh Pelatihan Petani Tahun 2020-2021" including best management practices, OHS, ERP, Basic Fire, capacity building on record keeping for production, including inputs and yields, transactions, and variety. Based on document verification obtained information of the latest training that has held as follows:</p> <ul style="list-style-type: none"> • Training related to RSPO Independent Smallholder Standard and FPIC Interpretation on 15, 20, 22, 23, 26 and 29 June 2020 at Pangkalan Kasai, Simbul, Klesa, Sungai Akar and Ringin Village attended by 193 members. • Training related to Standar Operating Procedure on 21 March 2020 at Ringin Village attended by 29 members, on 24 February 2020 at Sungai Akar Village attended by 43 members, on 6 March 2020 at Pangkalan Kasai Village attended by 77 members, and 28 March 2020 at Seberida Village attended by 19 members. • Training related to Business Plan on 9 March 2021 at Seberida Village attended by 19 members, on 10 March 2021 at Ringin and Sungai Akar Village attended by 72 members, and on 13 March 2021 at Pangakalan Kasai Village attended by 29 members. 	Complied

		<ul style="list-style-type: none"> • Training related to Financial Literacy to improve the welfare of members in managing finances on 4 September 2020 at Pangkalan Kasai attended by 77 members, on 15 November 2020 at Sungai Akar Village attended by 43 members, and on 26 December 2020 at Ringin Village attended by 29 members. • Training related to good agricultural practises including Integrated pest management (IPM) on 1 February 2020 at Ringin Village attended by 29 members, on 10 February 2020 at Sungai Akar Village attended by 43 members, and on 24 January 2020 at Pangkalan Kasai Village attended by 77 members. • Training related to occupational health and safety on 23 October 2020 at Ringin Village attended by 29 members, on 19 October 2020 at Sungai Akar Village attended by 43 members, and on 30 October 2020 at Pangkalan Kasai Village attended by 77 members. • Training related to internal audit on 24 February 2021 at Ringin Village and Sungai Akar Village attended by 72 members, and on 27 February 2021 at Pangkalan Kasai Village attended by 29 members. • Training related complaint and grievance on 24 March 2021 at Ringin Village attended by 29 members, on 29 March 2021 at Pangkalan Kasai attended by 73 members and on 5 Apr 2021 at Sungai Akar Village attended by 18 members. • Training related Pesticides Handling on 23 November 2020 at Ringin Village attended by 29 members, on 13 December 2020 at Sungai Akar Village attended by 43 members and on 28 December 2020 at Pangkalan Kasai Village attended by 77 members. • Training related to domestic waste management on 23 November 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 13 December 2020 at Sungai Akar Village attended by 43 members. 	
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		<ul style="list-style-type: none"> • Training related to gender equality on 8 December 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 27 December 2020 at Sungai Akar Village attended by 43 members. 	
<p>Milestone B</p>	<p>Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.</p>	<p>Based on field observation to smallholder member area, e.g. KT Sidodadi - Sungai Akar Village, KT Mekar Makmur-Ringin Village, KT Maju Jaya-Pangkalan Kasai Village it was observed that smallholders are managing their farm effectively and maintain records of production and transaction data.</p> <p>Sample seen of transaction data of FFB sale:</p> <p>Transaction to Mill</p> <p>Period 18 May 2021 – 23 May 2021</p> <ul style="list-style-type: none"> c. Payment slip from mill (SKIP Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 28 May 2021), Qty 82,731 Kg; total received IDR 181,495,371. d. Payment slip dated 6 August 2021 from Karya Serumpun to smallholders: <ul style="list-style-type: none"> - Yusuf, KT Maju Jaya, Pangkalan Kasai Village, ID-701077, total received IDR 12,465,360. - Danu Wiyoto, KT Sekuyam Jaya, Klesa Village, ID-501006, total received IDR 9,214,860. - Nano Sudarsono, KT Sekuyam Jaya, Klesa Village, ID-501015, total received IDR 10,182,780. <p>Period 21 June 2021 – 23 June 2021</p> <ul style="list-style-type: none"> c. Payment slip from mill (SKIP Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 02 July 2021), Qty 74,121 Kg, total received IDR 206,414,293. 	<p>Non-compliance</p>

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		<p>d. Payment slip dated 6 August 2021 from Karya Serumpun to smallholders:</p> <ul style="list-style-type: none"> - Nano Sudarsono, KT Sekuyam Jaya, Klesa Village, ID-501015, total received IDR 5,935,720. - Asmadi, KT Mekar Makmur, Ringin Village, ID-101003, total received IDR 4,916,000. - Yari Sunal Firdaus, KT Gansal Makmur, Seberida Village, ID-201013, total received IDR 7,658,000. <p>Period 26 July 2021- 1 August 2021</p> <p>c. Payment slip from mill (SKIP Mill) to Karya Serumpun regarding sales of FFB (Bank Transfer dated 6 August 2021), Qty 84,912 Kg, total received IDR 183,612,861.</p> <p>d. Payment slip dated 6 August 2021 from Karya Serumpun to smallholders:</p> <ul style="list-style-type: none"> - Yusuf, KT Maju Jaya, Pangkalan Kasai Village, ID-701077, total received IDR 12.140.810. - Imron Rosadi, KT Sri Rejeki, Siambul Village, ID-401001, total received IDR 8,657,330. - Sugiyanto, KT Gangsal Makmur, Seberida Village, ID-201010, total received IDR 5,636,760. - Nanang Nursalim, KT Sawit Mandiri, Seberida Village, ID-202010, total received IDR 3,590,620. <p>Transaction to FFB Collector</p> <p>Period May 2021</p> <ul style="list-style-type: none"> • Herwan, ID-101010, KT Mekar Makmur, Ringin Village dated 5 May 2021, Qty 1,600 Kg, IDR 3,088,000; dated 19 May 2021, Qty 1,700 Kg, IDR 3,247,000. 	
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		<ul style="list-style-type: none"> • Alham Sutarsono, ID-101001, KT Mekar Makmur, Ringin Village dated 8 May 2021, Qty 650 Kg, IDR 1,241,000; dated 22 May 2021, Qty 670 Kg, IDR 1,293,000. • Epiwaldi, ID-101008, KT Mekar Makmur, Ringin Village dated 6 May 2021, Qty 1490 Kg, IDR 2,875,000; dated 20 May 2021, Qty 1,480 Kg, IDR 2,826,000. • Widodo, ID- 601043, KT Jaya Tani, Sungai Akar Village dated: 8 May 2021, 1,600 Kg, IDR 3,040,000, dated 22 May 2021, 1,598 KG, IDR 3.608.000. • Maryadi, ID- 601015, KT Sidodadi, Sungai Akar Village dated 5 May 2021, 1,520 Kg, IDR 2,918,000 and dated 19 May 2021, 1,527 Kg, IDR 2,901,000. • Aminatin, ID-601004, KT Sidodai, Sungai Akar Village dated 6 May 2021, 1,036 Kg, IDR 1,989,000 and dated 20 May 2021, 1,039 Kg, IDR 1.994,000. <p>Period June 2021</p> <ul style="list-style-type: none"> • Herwan, ID-101010, KT Mekar Makmur, Ringin Village dated 2 June 2021, Qty 1,000 Kg, IDR 1,930,000; dated 16 June 2021, Qty 1,050 KG, IDR 1,953.000; dated 30 June 2021, Qty 1,171 Kg, IDR 2,014,000. • Alham Sutarsono, ID-101001, KT Mekar Makmur, Ringin Village dated 5 June 2021, Qty 650 Kg, IDR 1,254,000; dated 19 June 2021, Qty 665 Kg, IDR 1,223,000. • Epiwaldi, ID-101008, KT Mekar Makmur, Ringin Village dated 3 June 2021, Qty 1,490 Kg, IDR 2,875,000; dated 17 June 2021, Qty 1,499 Kg, IDR 2,788,000. • Widodo, ID- 601043, KT Mekar Makmur, Sungai Akar Village dated: 5 June 2021, Qty 1,599 Kg, IDR 3,070,000; dated 19 June 2021, Qty 1,608 KG, IDR 2,935,000. 	
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		<ul style="list-style-type: none"> • Maryadi, ID- 601015, KT Sidodadi, Sungai Akar Village dated 2 June 2021, Qty 1,000 Kg, IDR 1,920,000; dated 16 June 2021, Qty 1,015 Kg, IDR 1.877,000; 30 June 2021, Qty 1,013 Kg, IDR 1,735,000. • Aminatin, ID-601004, KT Sidodadi, Sungai Akar Village dated 6 June 2021, Qty 1,043 Kg, IDR 2,002,000; dated 17 June 2021, Qty 1,036 Kg, IDR 1.916,000. <p>Period July 2021</p> <ul style="list-style-type: none"> • Herwan, ID-101010, KT Mekar Makmur, Ringin Village dated 14 July 2021, Qty 1,597 Kg, IDR 2,847,000; dated 28 July 2021, Qty 1,613 Kg, IDR 3,000,000. • Alham Sutarsono, ID-101001, KT Mekar Makmur, Ringin Village dated 3 July 2021, Qty 451 Kg, IDR 775,000; dated 17 July 2021, Qty 460 Kg, IDR 832,000, dated 31 July 2021, Qty 420 Kg, IDR 814,000. • Epiwaldi, ID-101008, KT Mekar Makmur, Ringin Village dated 1 July 2021, Qty 1,000 Kg, IDR 1,720,000; dated 15 July 2021, Qty 1,050 Kg, IDR 1,869,000; dated 29 July 2021, Qty 965 Kg, IDR 1,823,000. • Widodo, ID- 601043, KT Mekar Makmur, Sungai Akar Village dated: 3 July 2021, 1,600 Kg, IDR 2,735,000; dated 17 July 2021, Qty1,599 Kg, IDR 2,878,000. • Maryadi, ID- 601015, KT Sidodadi, Sungai Akar Village dated 14 July 2021, Qty 1,525 Kg, IDR 2,699,000; dated 128 July 2021, Qty 1,530 Kg, IDR 2,830,000. • Aminatin, ID-601004, KT Sidodadi, Sungai Akar Village dated 8 July 2021, Qty 1,040 Kg, IDR 1,778,000; dated 22 July 2021, Qty 1,042 Kg, IDR 1,875,000. <p>To monitor operational activity in each farmer plot, Karya Serumpun has been shared the personal information form where all farmer recorded their</p>	
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		<p>operational activity regarding the production record, fertilization record and upkeep schedule</p> <p>Each member can also access the FFB prices or records of production and transaction data of all FFB sale in Group Manager’s office.</p> <p>Non-conformity raised during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has had weeding procedure that approved by Group Manager since 24 October 2019. However, during field visit to smallholder plots sampled it was found in the several plots that the weeding condition is out of control. • Based on interviews and document review confirmed that there is no upkeep program as a reference for upkeep rotation (especially weed control and fertilization) by the smallholders. In addition, the understanding of weed control techniques, especially hard weeds, is not sufficient. • There is no document of observation and analysis of integrated pest management which is not in accordance with the SOP No. 20/SOP-UPHTDA/ICS-KS/X/2019 regarding Integrated Pest Management. 	
<p>Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing</p>			
<p>Comply with the law and respect communities’ rights</p>			
<p>Criteria 2.1</p>			
<p>Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices</p>			
<p>Eligibility</p>	<p>Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun demonstrate maps of their smallholder member block.</p> <ul style="list-style-type: none"> - Map of smallholder member block with topographic information, scale 1:125,000. - Map of smallholder block overlaid against “Peta Kawasan Hutan Lampiran Keputusan Menteri Kehutanan Republik Indonesia No.SK.878/Menhut-II/2014 tanggal 29 September 2014”, scale 1:125,000. From the map of 	<p>Complied</p>

		<p>smallholder plot, known that all smallholder blocks located under "Area Penggunaan Lain" – Area for Other Use. None of the smallholder blocks falls under "Kawasan Suaka Alam", "Hutan Lindung" – Protected Forest, "Hutan Produksi Terbatas" – Limited Production Forest, "Hutan Produksi" – Production Forest, "Hutan Produksi yang dapat diKonversi" – Convertible Production Forest.</p> <p>- Widya Erti and Daemeter assisted Perkumpulan Petani Sawit Swadaya Karya Serumpun in mapping and creating polygon map of each smallholder member's block – complemented with boundary's coordinates.</p>	
<p>Milestone A</p>	<p>Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has submitted application for Surat Tanda Daftar Budidaya/STD-B" – plantation permit for smallholder through letter "Surat Perihal Persyaratan Pengajuan STDB Perkumpulan Petani Sawit Swadaya Karya Serumpun kepada Kepala Dinas Pertanian dan Perkebunan Kabupaten Indragiri Hulu" dated 1 November 2020.</p> <p>The organization received letter from Plantation Service "Surat Pernyataan Dinas Pertanian dan Perikanan Kabupaten Indragiri Hulu No.525/Distankan-Bun/IV/2021/133 oleh Paino – Kepala Dinas Pertanian dan Perikanan Kabupaten Indragiri Hulu" dated Apr 2021. In the letter stated STDB Perkumpulan Petani Sawit Swadaya Karya Serumpun of 591.3 Ha/304 smallholder member is in process.</p> <p>SHM 21.3%, SK GR 38.06%, SKT 40.1%</p> <p>Based on document review, there is no smallholder blocks located or bought their land from customary land.</p> <p>Based on interview with village heads and Lurah, there is customary land within three villages.</p> <p><u>Pangkalan Kasai</u></p>	<p>Complied</p>

		<p>- Group member Hendra (ID 701023.3) shows "Surat Keterangan Kepemilikan Tanah di Desa Pangkalan Kasai No.668/SKGR/593.31/X/2016 atas nama Hendra", for land of 10,107 m² dated 19 October 2016. Farmer location map Hendra scale 1:1,500 (by Daemeter); with coordinate X 102.42770 and Y -0.62415; dated 15 March 2021, of 1.0 Ha.</p> <p>"Surat Keterangan Ganti Kerugian atas nama Harjatno kepada Hendra", for land of 10,107 m², paid Rp.58,800,000 dated 19 October 2016.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Harjatno", for land of 10,107 m², dated 19 October 2016.</p> <p>- Group member Misman (ID 701038.6) shows "Surat Keterangan Kepemilikan Tanah di Desa Pangkalan Kasai No.374/SKGR/593.31/VI/2017 atas nama Misman", for land of 18,416 m² dated 12 May 2017. Farmer location map Misman (e) scale 1:1,500 (by Daemeter); with coordinate X 102.39834 and Y -0.6326 dated 15 March 2021, of 2 Ha. "Data Produktivitas - Luas lahan" stated 2 Ha.</p> <p>"Surat Keterangan Ganti Kerugian atas nama Jayusman kepada Misman", for land of 18,416 m², paid off Rp.120,000,000 dated 9 May 2017.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Jayusman", dated 12 May 2017.</p> <p>- Group member Sugiarto (ID 701057) shows "Surat Keterangan Kelurahan Pangkalan Kasai No.114/SK/PKS/II/2008 atas nama Sulaiman Wil", for land of 20,000 m² dated 15 February 2008. Farmer location map Sugiarto scale 1:1,500 (by Daemeter); with coordinate X 102.42610 and Y - 0.62241 dated 16 March 2021, of 2 Ha.</p> <p>"Surat Keterangan Ganti Kerugian No.114/SKGR-PKS/III/2008 atas nama Sulaiman Wil kepada Yanto", for land of 20,000 m², paid off Rp.8,000,000 dated 15 February 2008.</p>	
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		<p>"Berita Acara Penunjuk Batas Sulaiman Wil, 73 tahun", land boundary to north Kliwon, to south Masir, to west Jais, to east Ijul.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Waginten", dated 23 September 2014.</p> <ul style="list-style-type: none"> - Group member Sulaiman (ID 702024) shows "Surat Keterangan Riwayat Pemilikan/Penguasaan Tanah No.127/SKRPPPT-KL-008/98 atas nama Sulaiman" for land 20,000 m², dated 23 July 1998, signed by Kepala Kelurahan Pangkalan Kasai. Farmer location map Sulaiman scale 1:1,500 (by Daemeter); with coordinate X 102.436932 and Y -0.6224 dated 17 March 2021, of 2 Ha. - Group member Julyanto (ID 101031.1) shows "Surat Keterangan Kepemilikan Tanah di Desa Pangkalan Kasai No.314/SKGR/593.31/X/2014 atas nama Julyanto", for land of ??? m² dated 12 September 2014. Farmer location map Julyanto scale 1:1,500 (by Daemeter); with coordinate X 102.42344 and Y -0.63291 dated 15 March 2021, of 2 Ha. "Data Produktivitas - Luas lahan" stated 2 Ha. <p>"Surat Keterangan Ganti Kerugian atas nama Waginten kepada Julyanto", for land of 20,000 m², paid off Rp.80,000,000 dated 23 September 2014.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Waginten", dated 23 September 2014.</p> <ul style="list-style-type: none"> - Group member Trice Inamahyati (ID 701072) "Surat Keterangan Kepemilikan Tanah di Desa Pangkalan Kasai No.332/SKGR/593.31/V/2016 atas nama Trice Inamahyati", for land of 19,899 m² dated 17 May 2016. Farmer location map Trice Inamahyati scale 1:1,500 (by Daemeter); with coordinate X 102.42616 and Y -0.62622 dated 15 March 2021, of 1.5 Ha. "Data Produktivitas - Luas lahan" stated 1.9 Ha. <p>"Surat Keterangan Ganti Kerugian atas nama Jayusman kepada Trice Inamahyati", for land of 19,899 m², paid off Rp.120,000,000 dated 17 May 2016.</p>	
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		<p>"Surat Pernyataan Tidak Bersengketa atas nama Jayusman", dated 17 May 2016.</p> <p>- Group member Tugio (ID 701073) shows "Surat Keterangan Kepemilikan Tanah di Kelurahan Pangkalan Kasai No.239/SKGR/593.31/VI/2009 atas nama Tugio", for land of 20,000 m² dated 1 June 2009. Farmer location map Tugio scale 1:1,500 (by Daemeter); with coordinate X 102.43536 and Y -0.64609 dated 16 March 2021, of 2 Ha.</p> <p>"Surat Keterangan Ganti Kerugian atas nama Nasip kepada Tugio", for land of 20,000 m², paid off Rp.60,000,000 dated 1 June 2009.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Nasip", dated 1 June 2009.</p> <p><u>Sampled smallholder Ringin village:</u></p> <p>- Group member Edi Suardi/Lita Ega Nofrilla (ID 101012) shows "Surat Keterangan Kepemilikan Tanah di Desa Ringin No.65/SP/593.31/SA/III/2020 atas nama Lita Ega Nofrilla", for land of 5,548 m² dated 30 March 2020. Farmer location map Lita Ega Nofrilla scale 1:1,500 (by Daemeter); with coordinate X 102.5077 and Y - 0.711585 dated 16 March 2021, of 0.6 Ha.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Lita Ega Nofrilla", dated 30 March 2020.</p> <p>- Group member Hardi/Asmadi (ID 101003) shows "Surat Keterangan Kepemilikan Tanah di Desa Ringin No.122/SP/593.31/SA/I/2021 atas nama Hariyati", for land of 11,000 m² dated 27 January 2021. Farmer location map Hardi scale 1:1,500 (by Daemeter); with coordinate X 102.50660 and Y -0.70381 dated 15 March 2021, of 2 Ha. "Data Produktivitas - Luas lahan" stated 1 Ha.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Hardi", dated 27 January 2021.</p>	
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		<p>102.60647 and Y -0.77184 dated 18 March 2021, of 0.8 Ha. "Data Produktivitas - Luas lahan" stated 0.8 Ha.</p> <p>- Group member Hariyati (ID 601008) shows "Surat Keterangan Kepemilikan Tanah di Desa Sungai Akar No.059/03.8/SP/593.31/SA/II/2017 atas nama Hariyati", for land of 21,104 m² dated 27 February 2017. Farmer location map Hariyati scale 1:1,500 (by Daemeter); with coordinate X 102.607663 and Y -0.77026 dated 18 March 2021, of 2.1 Ha. "Data Produktivitas - Luas lahan" stated 2.1 Ha.</p> <p>"Surat Keterangan Ganti Kerugian atas nama Waliyo kepada Hariyati", for land of 20,000 m² paid Rp.30,000,000; dated 27 February 2017.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Hariyati", dated 27 February 2017.</p> <p>- Group member Salamun (ID 601025.2) shows "Sertifikat Hak Milik No.1859, nama Salamun, luas 6,159 m²" dated 2 September 2018, completed with map 1:2,500. Farmer location map Salamun (b) scale 1:1,500 (by Daemeter); with coordinate X 102.612350 and Y -0.761775 dated 18 March 2021, of 0.6 Ha. "Data Produktivitas - Luas lahan" stated 2 Ha.</p> <p>- Group member Santoso (ID 601029.1) shows "Surat Keterangan Kepemilikan Tanah di Desa Sungai Akar No.08/03.8/SP/593.31/SA/I/2016 atas nama Santoso", for land of 19,000 m² dated 19 January 2017. Farmer location map Santoso (a) scale 1:1,500 (by Daemeter); with coordinate X 102.612902 and Y -0.770415 dated 18 March 2021, of 1.9 Ha. "Data Produktivitas - Luas lahan" stated 1 Ha.</p> <p>"Surat Pernyataan Tidak Bersengketa atas nama Santoso", dated 19 January 2016.</p> <p>- Group member Samiaji (ID 601026) shows "Surat Keterangan Kepemilikan Tanah di Desa Sungai Akar</p>	
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		<p>No.034/03.8/SP/593.31/SA/VI/2015 atas nama Samiaji”, for land of 16,560 m² dated 20 September 2015. Farmer location map Samiaji scale 1:1,500 (by Daemeter); with coordinate X 102.613548 and Y -0.770765 dated 16 March 2021, of 1.7 Ha. “Data Produktivitas - Luas lahan” stated 1.7 Ha.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Samiaji”, dated 28 September 2015.</p> <p>- Group member Safiq Masrury (ID 601023) shows “Surat Keterangan Kepemilikan Tanah di Desa Sungai Akar No.217/03.8/SP/593.31/SA/IV/2016 atas nama Safiq Masrury”, for land of 10,000 m² dated 9 Apr 2020. Farmer location map Safiq Masrury scale 1:1,500 (by Daemeter); with coordinate X 102.61448 and Y -0.77125 dated 16 March 2021, of 1 Ha. “Data Produktivitas - Luas lahan” stated 1 Ha.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Safiq Masrury”, dated 9 Apr 2020.</p> <p>- Group member Sujarwo (ID 601034.1) shows Surat Keterangan Kepemilikan Tanah di Desa Sungai Akar No.280/03.8/SP/593.31/SA/XII/2014 atas nama Sujarwo”, for land of 20,000 m² dated 4 December 2014. “Data Produktivitas - Luas lahan” stated 2 Ha.</p> <p>“Surat Keterangan Tanah Desa Sungai Akar No.30/03.08/SA/II/2021 atas nama Sujarwo, didapatkan dari Hendro pada 23 Apr 2004” for land of 20,000 m² – signed by Village Head 18 February 2021. Farmer location map Sujarno scale 1:1,500 (by Daemeter); with coordinate X 102.62779 and Y -0.782128 dated 16 March 2021, of 2 Ha.</p> <p>“Surat Keterangan Ganti Kerugian atas nama Haji Ismail kepada Hendro”, for land of 20,000 m² paid Rp.1,000,000 dated 25 Apr 2004.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Haji Ismail”, dated 25 Apr 2004.</p>	
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<p>Milestone B</p>	<p>Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.</p>	<p>Audit team made field visit to sampled smallholder blocks, and found the boundaries are clear and visible on the ground.</p> <p>Pangkalan Kasai:</p> <ul style="list-style-type: none"> - Group member Hendra (ID 701023.3) <table border="1" data-bbox="1088 523 1823 699"> <thead> <tr> <th>Poles</th> <th colspan="2">Coordinates</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0° 37' 26.97" S</td> <td>102° 25' 39.65" E</td> </tr> <tr> <td>2</td> <td>0° 37' 27.77" S</td> <td>102° 25' 40.90" E</td> </tr> <tr> <td>3</td> <td>0° 37' 32.33" S</td> <td>102° 25' 38.67" E</td> </tr> <tr> <td>4</td> <td>0° 37' 33.58" S</td> <td>102° 25' 40.39" E</td> </tr> </tbody> </table> <ul style="list-style-type: none"> - Group member Misman (ID 701038.6) <table border="1" data-bbox="1088 762 1823 938"> <thead> <tr> <th>Poles</th> <th colspan="2">Coordinates</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0° 37' 36.67" S</td> <td>102° 25' 37.69" E</td> </tr> <tr> <td>2</td> <td>0° 37' 35.31" S</td> <td>102° 25' 29.59" E</td> </tr> <tr> <td>3</td> <td>0° 37' 36.70" S</td> <td>102° 25' 37.71" E</td> </tr> <tr> <td>4</td> <td>0° 37' 38.72" S</td> <td>102° 25' 36.25" E</td> </tr> </tbody> </table> <ul style="list-style-type: none"> - Group member Sulaiman (ID 702024) <table border="1" data-bbox="1088 1002 1823 1177"> <thead> <tr> <th>Poles</th> <th colspan="2">Coordinates</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0° 37' 26.42" S</td> <td>102° 26' 07.25" E</td> </tr> <tr> <td>2</td> <td>0° 37' 25.23" S</td> <td>102° 26' 03.99" E</td> </tr> <tr> <td>3</td> <td>0° 37' 20.61" S</td> <td>102° 26' 12.87" E</td> </tr> <tr> <td>4</td> <td>0° 37' 18.28" S</td> <td>102° 26' 10.77" E</td> </tr> </tbody> </table> <ul style="list-style-type: none"> - Group member Julyanto (ID 101031.1) <table border="1" data-bbox="1088 1241 1823 1382"> <thead> <tr> <th>Poles</th> <th colspan="2">Coordinates</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0° 38' 05.27" S</td> <td>102° 25' 24.81" E</td> </tr> <tr> <td>2</td> <td>0° 38' 01.10" S</td> <td>102° 25' 27.32" E</td> </tr> <tr> <td>3</td> <td>0° 38' 03.60" S</td> <td>102° 25' 21.04" E</td> </tr> </tbody> </table>	Poles	Coordinates		1	0° 37' 26.97" S	102° 25' 39.65" E	2	0° 37' 27.77" S	102° 25' 40.90" E	3	0° 37' 32.33" S	102° 25' 38.67" E	4	0° 37' 33.58" S	102° 25' 40.39" E	Poles	Coordinates		1	0° 37' 36.67" S	102° 25' 37.69" E	2	0° 37' 35.31" S	102° 25' 29.59" E	3	0° 37' 36.70" S	102° 25' 37.71" E	4	0° 37' 38.72" S	102° 25' 36.25" E	Poles	Coordinates		1	0° 37' 26.42" S	102° 26' 07.25" E	2	0° 37' 25.23" S	102° 26' 03.99" E	3	0° 37' 20.61" S	102° 26' 12.87" E	4	0° 37' 18.28" S	102° 26' 10.77" E	Poles	Coordinates		1	0° 38' 05.27" S	102° 25' 24.81" E	2	0° 38' 01.10" S	102° 25' 27.32" E	3	0° 38' 03.60" S	102° 25' 21.04" E	<p>Complied</p>
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3	0° 38' 47.57" S	102° 26' 01.37" E																			
4	0° 38' 50.05" S	102° 26' 03.48" E																			
<p>Criteria 2.2 Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.</p>																					
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC (Padiatapa), The objective and principle of FPIC, Important information provided, consent prior to any activities based on information, respecting community's right and human rights, information of RSPO principle related to FPIC.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati</p>	Complied																		

		<p>Based on document review, there is no smallholder blocks located or bought their land from customary land.</p> <p>Based on interview with village heads and Lurah, there is customary land within three villages. Compensation made by current owner/smallholder member was to previous owners.</p> <p><u>Pangkalan Kasai Village:</u></p> <ul style="list-style-type: none"> - Group member Hendra (ID 701023.3) shows statement of land purchase: "Surat Keterangan Ganti Kerugian atas nama Harjatno kepada Hendra", for land of 10,107 m², paid Rp.58,800,000 dated 19 October 2016. "Surat Pernyataan Tidak Bersengketa atas nama Harjatno", for land of 10,107 m², dated 19 October 2016. - Group member Misman (ID 701038.6) shows statement of land purchase: "Surat Keterangan Ganti Kerugian atas nama Jayusman kepada Misman", for land of 18,416 m², paid off Rp.120,000,000 dated 9 May 2017. "Surat Pernyataan Tidak Bersengketa atas nama Jayusman", dated 12 May 2017. - Group member Sugiarto (ID 701057) shows statement of land purchase: "Surat Keterangan Ganti Kerugian No.114/SKGR-PKS/III/2008 atas nama Sulaiman Wil kepada Yanto", for land payment Rp.8,000,000 dated 15 February 2008. "Surat Pernyataan Tidak Bersengketa atas nama Waginten", dated 23 September 2014. - Group member Julyanto (ID 101031.1) statement of land purchase "Surat Keterangan Ganti Kerugian atas nama Waginten kepada Julyanto", for land and paid off Rp.80,000,000 dated 23 September 2014. "Surat Pernyataan Tidak Bersengketa atas nama Waginten", dated 23 September 2014. - Group member Trice Inamahyati (ID 701072) shows statement of land purchase: "Surat Keterangan Ganti Kerugian atas nama Jayusman 	
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		<p>kepada Trice Inamahyati”, for land of 19,899 m², paid off Rp.120,000,000 dated 17 May 2016.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Jayusman”, dated 17 May 2016.</p> <p>- Group member Tugio (ID 701073) shows statement of land purchase: “Surat Keterangan Ganti Kerugian atas nama Nasip kepada Tugio”, for land of 20,000 m², paid off Rp.60,000,000 dated 1 June 2009.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Nasip”, dated 1 June 2009.</p> <p><u>Sungai Akar Village:</u></p> <p>- Group member Hariyati (ID 601008) shows land compensation statement: “Surat Keterangan Ganti Kerugian atas nama Walijo kepada Hariyati”, for land of 20,000 m² paid Rp.30,000,000; dated 27 February 2017.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Hariyati”, dated 27 February 2017.</p> <p>- Group member Sujarwo (ID 601034.1) shows document showing land purchase: “Surat Keterangan Tanah Desa Sungai Akar No.30/03.08/SA/II/2021 atas nama Sujawro, didapatkan dari Hendro pada 23 Apr 2004” for land of 20,000 m² – signed by Village Head 18 February 2021. Farmer location map Sujarno scale 1:1,500 (by Daemeter); with coordinate X 102.62779 and Y -0.782128 dated 16 March 2021, of 2 Ha.</p> <p>“Surat Keterangan Ganti Kerugian atas nama Haji Ismail kepada Hendro”, for land of 20,000 m² paid Rp.1,000,000 dated 25 Apr 2004.</p> <p>“Surat Pernyataan Tidak Bersengketa atas nama Haji Ismail”, dated 25 Apr 2004.</p>	
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of	Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC	Complied

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	<p>indigenous peoples, local communities or other users (refer to appendix 1).</p>	<p>(Padiatapa), The objective and principle of FPIC, Important information provided, consent prior to any activities based on information, respecting community's right and human rights, information of RSPO principle related to FPIC.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has participated in FPIC and documentation of land acquisition/"gantirugi":</p> <ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Free Prior and Informed Consent"FPIC training, dated 24 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengarsipan dan Pendokumentasian" document and records management Training, dated 26 November 2020. Training by Widya Erti Indonesia. 	
<p>Milestone B</p>	<p>For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC (Padiatapa), The objective and principle of FPIC, Important information provided, consent prior to any activities based on information, respecting</p>	<p>Complied</p>

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		<p>community's right and human rights, information of RSPO principle related to FPIC.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has participated in FPIC and documentation of land acquisition/"gantirugi":</p> <ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Free Prior and Informed Consent"FPIC training, dated 24 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengarsipan dan Pendokumentasian" document and records management Training, dated 26 November 2020. Training by Widya Erti Indonesia. 	
<p>Criteria 2.3 The right to use the land is not disputed by indigenous peoples, local communities or other users</p>			
<p>Eligibility</p>	<p>Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).</p>	<p>Based on interview with village heads and Lurah, in the area of smallholder block Perkumpulan Petani Sawit Swadaya Karya Serumpun has no dispute on the land.</p> <p>Based on document review, there is no land dispute.</p>	<p>Complied</p>

		<p>Based on interview with village heads and Lurah, there is no land dispute.</p> <p><u>Pangkalan Kasai Village:</u></p> <ul style="list-style-type: none"> - Group member Hendra (ID 701023.3) shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Harjatno", for land of 10,107 m², dated 19 October 2016. - Group member Mismar (ID 701038.6) shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Jayusman", dated 12 May 2017. - Group member Sugiarto (ID 701057) shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Waginten", dated 23 September 2014. - Group member Julyanto (ID 101031.1) shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Waginten", dated 23 September 2014. - Group member Trice Inamahyati (ID 701072) shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Jayusman", dated 17 May 2016. - Group member Tugio (ID 701073) shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Nasip", dated 1 June 2009. <p><u>Sungai Akar Village:</u></p> <ul style="list-style-type: none"> - Group member Hariyati (ID 601008) shows shows no dispute statement "Surat Pernyataan Tidak Bersengketa atas nama Hariyati", dated 27 February 2017. - Group member Sujarwo (ID 601034.1) shows no dispute statement from 2 previous owners "Surat Keterangan Ganti Kerugian atas nama Haji Ismail kepada Hendro", for land of 20,000 m² paid Rp.1,000,000 dated 25 Apr 2004. <p>"Surat Pernyataan Tidak Bersengketa atas nama Haji Ismail", dated 25 Apr 2004.</p>	
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Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Based on interview with village heads and Lurah, in the area of smallholder block Perkumpulan Petani Sawit Swadaya Karya Serumpun has no dispute on the land. Furthermore, based on statement of village heads and Lurah, there is no indigenous land in the area of oil palm plantation of smallholder member from Perkumpulan Petani Sawit Swadaya Karya Serumpun.	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Based on interview with village heads and Lurah, in the area of smallholder block Perkumpulan Petani Sawit Swadaya Karya Serumpun has no dispute on the land. Furthermore, based on statement of village heads and Lurah, there is no indigenous land in the area of oil palm plantation of smallholder member from Perkumpulan Petani Sawit Swadaya Karya Serumpun.	Complied
Criteria 2.4			
Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Daemeter and Widya Erthi assist Perkumpulan Petani Sawit Swadaya Karya Serumpun to prepare map of group member and their block's location relative to the national parks or protected forest as defined by national law. Map of smallholder block overlaid against "Peta Kawasan Hutan Lampiran Keputusan Menteri Kehutanan Republik Indonesia No.SK.878/Menhut-II/2014 tanggal 29 September 2014", scale 1:125,000. From the map of smallholder blocks, known that all smallholder blocks located under "Area Penggunaan Lain" – Area for Other Use. None of the smallholder plot falls under "Kawasan Suaka Alam", "Hutan Lindung" – Protected Forest, "Hutan Produksi Terbatas" – Limited Production Forest, "Hutan Produksi" – Production Forest, "Hutan Produksi yang dapat diKonversi" – Convertible Production Forest.	Complied

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Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Daemeter and Widya Erthi assist Perkumpulan Petani Sawit Swadaya Karya Serumpun to prepare map of group member and their block's location relative to the national parks or protected forest as defined by national law. Map of smallholder blocks overlaid against "Peta Kawasan Hutan Lampiran Keputusan Menteri Kehutanan Republik Indonesia No.SK.878/Menhut-II/2014 tanggal 29 September 2014", scale 1:125,000. From the map of smallholder blocks, known that all smallholder blocks located under "Area Penggunaan Lain" – Area for Other Use. None of the smallholder blocks falls under "Kawasan Suaka Alam", "Hutan Lindung" – Protected Forest, "Hutan Produksi Terbatas" – Limited Production Forest, "Hutan Produksi" – Production Forest, "Hutan Produksi yang dapat diKonversi" – Convertible Production Forest.	Complied
Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Daemeter and Widya Erthi assist Perkumpulan Petani Sawit Swadaya Karya Serumpun to prepare map of group member and their block's location relative to the national parks or protected forest as defined by national law. Map of smallholder blocks overlaid against "Peta Kawasan Hutan Lampiran Keputusan Menteri Kehutanan Republik Indonesia No.SK.878/Menhut-II/2014 tanggal 29 September 2014", scale 1:125,000. From the map of smallholder blocks, known that all smallholder blocks located under "Area Penggunaan Lain" – Area for Other Use. None of the smallholder plot falls under "Kawasan Suaka Alam", "Hutan Lindung" – Protected Forest, "Hutan Produksi Terbatas" – Limited Production Forest, "Hutan Produksi" – Production Forest, "Hutan Produksi yang dapat diKonversi" – Convertible Production Forest.	Complied
Criteria 2.5 For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other	Based on interview with committee of Perkumpulan Petani Sawit Swadaya Karya Serumpun, no planning for new planting.	Complied

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	<p>users without their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC (Padiatapa), The objective and principle of FPIC, Important information provided, consent prior to any activities based on information, respecting community's right and human rights, information of RSPO principle related to FPIC.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p>	
<p>Milestone A</p>	<p>A Smallholders complete training on how to conduct a simplified FPIC approach.</p>	<p>Based on interview with committee of Perkumpulan Petani Sawit Swadaya Karya Serumpun, no planning for new planting.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC (Padiatapa), The objective and principle of FPIC, Important information provided, consent prior to any activities based on information, respecting community's right and human rights, information of RSPO principle related to FPIC.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In</p>	<p>Complied</p>

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		<p>Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p>	
<p>Milestone B</p>	<p>Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.</p>	<p>Based on interview with committee of Perkumpulan Petani Sawit Swadaya Karya Serumpun, no planning for new planting.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC (Padiatapa), The objective and principle of FPIC, Important information provided, consent prior to any activities based on information, respecting community's right and human rights, information of RSPO principle related to FPIC.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p>	<p>Complied</p>
<p>Principle 3: Respect human rights, including workers' rights and conditions Safeguard human rights and protect workers' rights, ensuring safe and decent working conditions.</p>			

Criteria 3.1			
There is no use of forced labour.			
Eligibility	Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).	Perkumpulan Petani Sawit Swadaya Karya Serumpun established document "Surat Keputusan No.07/SK-LDKP/KS/II/2020 tentang Larangan Diskriminasi, Kerja Paksa dan Perdagangan Orang" – Decree on prohibit discrimination, force labor and human trafficking. The document signed by Operation Manager dated 18 February 2020.	Complied
Milestone A	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents including but not limited to passports; • Payment of recruitment fees by workers; • Contract substitution; • Involuntary overtime; • Lack of freedom of workers to resign; • Penalty for termination of employment; • Debt bondage; • Withholding of wages 	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: the definition of FPIC (Padiatapa), The objective and principle of FPIC, respecting community's right and human rights.</p> <p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 5 October 2020, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Sawit Mandiri, 7 August 2020, attended by 19 smallholder members. In Kelompok Tani (Smallholder Group) Sri Rejeki II, 15 Apr 2020, attended by 7 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 4 Apr 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 20 March 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has communicated/socialization to smallholder members: training related to employment and wage determination, respect human rights, no discrimination, freedom association, prohibit force labor, prohibit human trafficking, prohibit employing child worker, prohibit sexual harassment, prohibit violence, protection of reproductive rights.</p>	Complied

		<p>In Kelompok Tani (Smallholder Group) Jaya Tani, 12 October 2020, attended by 18 smallholder members. In Kelompok Tani (Smallholder Group) Sidodadi, 10 January 2021, attended by 43 smallholder members. Verified by interview sampled smallholder: Safiq Masrury, Hariyati. In Kelompok Tani (Smallholder Group) Gansal Makmur, 8 January 2021, attended by 13 smallholder members. In Kelompok Tani (Smallholder Group) Harapan Jaya, 8 January 2021, attended by 36 smallholder members. In Kelompok Tani (Smallholder Group) Sekuyam Jaya, 29 December 2020, attended by 32 smallholder members. In Kelompok Tani (Smallholder Group) Mekar Makmur, 22 December 2020, attended by 29 smallholder members. In Kelompok Tani (Smallholder Group) Maju Jaya I, 28 December 2020, attended by 77 smallholder members. Verified by interviewed sample smallholder: Hendra, Julyanto, Misman, Sugiarto, Tugio, Yusup/Trice Inamahyati.</p> <p>Based on document review and interview with Mr. Wahyudi and Mr. Hendro, workers on smallholder field Misman (ID 701038.6); they stated the smallholder member – as the employer never holds the ID document; never withhold/delay payment; never asked to work overtime without permission; can resign anytime with prior notice; no financial sanction; the payment made on same date as work performed – in cash.</p>	
<p>Milestone B</p>	<p>Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	<p>Audit team made verification to documented work agreement:</p> <ul style="list-style-type: none"> - Smallholder member Salamun (ID 601025), Sungai Akar village has Surat Perintah Kerja/Work Order for Mr. Setion Abdul Sholeh, gave copy ID, but not holding original ID document. - Smallholder member Misman (ID 701038), Pangkalan Kasai village has Surat Perintah Kerja/Work Order for Mr. Wahyudi, gave copy ID, but not holding original ID document. - Smallholder member Suroso (ID 101024), Ringin village has Surat Perintah Kerja/Work Order for Mr. Budi Wibowo, gave photocopy of ID, but not holding original ID document. 	<p>Complied</p>

Criteria 3.2			
Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.			
Eligibility	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> 1. Compliance with the minimum age of workers and as defined by local, state, or national law, 2. Not exposing children to hazardous work. 3. Providing adult supervision of young people working on the farm. 4. Ensuring the practice of children’s rights to education is unrestricted and respected. <p>(Refer to appendix 1).</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document “Surat Keputusan No.08/SK-LMABU/KS/II/2020 tentang Larangan Mempekerjakan Anak di Bawah Umur” – Decree on prohibit employment of child labor. The document signed by Operation Manager dated 18 February 2020.</p> <p>The decree stipulates child worker defined as children under 18 years old.</p> <ul style="list-style-type: none"> - <i>Tidak mempekerjakan tenaga kerja anak (umur di bawah 18 tahun) untuk bekerja di kebun.</i> Shall not employ child worker defined as children under 18 years old. - <i>Pekerjaan anak di kebun sebatas membantu orangtua atau tidak ada target dan tidak mengganggu sekolah atau belajar anak.</i> Child worker limited to activity with no target and not interfering child’s school/education. - <i>Anak membantu orangtua harus dalam pengawasan orangtua.</i> Child assisting parent shall be in parent monitoring. <p>Non conformity raised during audit:</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document “Surat Keputusan No.08/SK-LMABU/KS/II/2020 tentang Larangan Mempekerjakan Anak di Bawah Umur” – Decree on prohibit employment of child labor. The document signed by Operation Manager dated 18 February 2020; however the policy has not defines hazardous work to children.</p>	Non-compliance
Milestone A	Group managers and smallholders implement measures to protect children as follows:	Based on field visit, document review and interview with smallholder member and stakeholder confirmed that there are no workers on smallholder farms under the age of 15. Document verified:	Complied

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	<ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<ul style="list-style-type: none"> - Smallholder member Salamun (ID 601025), Sungai Akar village has Surat Perintah Kerja/Work Order for Mr. Setion Abdul Sholeh; ID card copy stated DOB 18 January 2000 (21 year old). - Smallholder member Misman (ID 701038), Pangkalan Kasai village has Surat Perintah Kerja/Work Order for Mr. Wahyudi, DOB 13 May 1975 (46 years old). - Smallholder member Suroso (ID 101024), Ringin village has Surat Perintah Kerja/Work Order for Mr. Budi Wibowo, DOB 2 November 1984 (37 years old). 	
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> 1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher. 2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work. 3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable. 	<p>Based on field visit, document review and interview with smallholder member and stakeholder confirmed that there are no workers on smallholder farms under the age of 15. Document verified:</p> <ul style="list-style-type: none"> - Smallholder member Salamun (ID 601025), Sungai Akar village has Surat Perintah Kerja/Work Order for Mr. Setion Abdul Sholeh; ID card copy stated DOB 18 January 2000 (21 year old). - Smallholder member Misman (ID 701038), Pangkalan Kasai village has Surat Perintah Kerja/Work Order for Mr. Wahyudi, DOB 13 May 1975 (46 years old). - Smallholder member Suroso (ID 101024), Ringin village has Surat Perintah Kerja/Work Order for Mr. Budi Wibowo, DOB 2 November 1984 (37 years old). 	Complied
Criteria 3.3			
Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.			
Eligibility	Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).	<p>Audit team made verification to documented work agreement:</p> <ul style="list-style-type: none"> - Smallholder member Salamun (ID 601025), Sungai Akar village has Surat Perintah Kerja/Work Order for Mr. Section Abdul Sholeh, stipulates authority for the said worker perform harvesting in the 	Complied

		<p>smallholder’s block. The agreement covers: harvest ripe FFB only, placed FFB on the harvesting path, use PPE when working, any onsite accident reported to Farmer Group and OHS unit for transport to nearest medical facility, worker’s schedule guided by smallholder member or Karya Serumpun’s manager, any fraud will be settled between smallholder member-worker-manager, harvesting fee for worker paid by smallholder member. Pay rate for harvest agreed at Rp.150/kg FFB. The letter signed 5 July 2021.</p> <ul style="list-style-type: none"> - Smallholder member Misman (ID 701038), Pangkalan Kasai village has Surat Perintah Kerja/Work Order for Mr. Wahyudi, stipulates authority for the said worker perform harvesting in the smallholder’s block. The agreement covers: harvest ripe FFB only, placed FFB on the harvesting path, use PPE when working, any onsite accident reported to Farmer Group and OHS unit for transport to nearest medical facility, worker’s schedule guided by smallholder member or Karya Serumpun’s manager, any fraud will be settled between smallholder member-worker-manager, harvesting fee for worker paid by smallholder member. Pay rate for harvest agreed at Rp.200/kg FFB. The letter signed 6 July 2021. - Smallholder member Suroso (ID 101024), Ringin village has Surat Perintah Kerja/Work Order for Mr. Budi Wibowo, stipulates authority for the said worker perform harvesting in the smallholder’s block. The agreement covers: harvest ripe FFB only, placed FFB on the harvesting path, use PPE when working, any onsite accident reported to Farmer Group and OHS unit for transport to nearest medical facility, worker’s schedule guided by smallholder member or Karya Serumpun’s manager, any fraud will be settled between smallholder member-worker-manager, harvesting fee for worker paid by smallholder member. Pay rate for harvest agreed at Rp.200/kg FFB. The letter signed 29 June 2021. 	
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Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups, including women.	Verification upon Slip Gaji Erik Arianto (facilitator) period Apr 2020, paid Rp.2,250,000 in 10 May 2020; period May 2020, paid Rp.2,250,000 in 10 June 2020; period January 2021, paid Rp.2,250,000 in 9 February 2020; Based on document review and interview with Mr. Wahyudi, worker on smallholder field Misman (ID 701038.6); he stated the payment made on same date as work performed – in cash. Harvest note Misman 11 August 2021: production weigh 650 kg x FFB price Rp. 2,280/kg = total FFB payment Rp. 1,482,000. Sampled payment notes: harvest on 11 August 2021, FFB production 650 kg, Mr. Wahyudi (harvester) “upah pekerja” paid Rp. 130,000.	Complied
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	Based on document review and interview with Mr. Wahyudi, worker on smallholder field Misman (ID 701038.6); he stated the payment made on same date as work performed – in cash. Harvest note Misman 11 August 2021: production weigh 650 kg x FFB price Rp. 2,280/kg = total FFB payment Rp. 1,482,000. Sampled payment notes: harvest on 11 August 2021, FFB production 650 kg, Mr. Wahyudi (harvester) “upah pekerja” paid Rp. 130,000.	Complied
Criteria 3.4			
Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	Perkumpulan Petani Sawit Swadaya Karya Serumpun prepared SOP “Pengaduan dan Keluhan No.12/SOP-PK/ICS-KS/2019” dated 24 October 2019. - Point 1 stipulated all complaint and grievance from internal channel and external channel. - Point 2 stipulated complaint and grievance channel can go through hotlei, email: karyaserumpun.ks@gmail.com ; WHatsapp number to 081277728200; Instagram (Karya Serumpun); Facebook (Karya	Complied

		<p>Serumpun); suggestion box in the office; verbal and/or written report to office; gathering issues from communities.</p> <ul style="list-style-type: none"> - Point 3 stipulated if complainant request anonymity, can go to office and inquire for complaint form. - Point 6 stipulated the complaint resolution process can be done internally or with participation of external parties. - Point 8 stipulated internal complaint and grievance to be resolved in max. 1 week; external complaint and grievance to be resolved in max. 1 month and these result will be communicated to complainant. - Point 9 stipulated all complaint and grievance will be recorded. 	
Milestone A	Smallholders complete training on workers' rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	<p>Implementation sighted:</p> <ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Ketenagakerjaan" Training on employment requirement, dated 12 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Gender (Kesetaraan Hak Perempuan dan Laki-laki)" Training Gender Equality, dated 24 February 2020. Training by Widya Erti Indonesia. 	Complied
Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Based on document review and interview with Mr. Wahyudi and Mr. Hendro, workers on smallholder member Misman (ID 701038.6); they explains complaint/grievance communicated to smallholder member, or to farmer group (kelompok tani), or directly to Perkumpulan Petani Sawit Swadaya Karya Serumpun.	Complied
<p>Criteria 3.5 Working conditions and facilities are safe and meet minimum legal requirements.</p>			
Eligibility	Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).	<p>Smallholder member has signed the statement letter "Surat Pernyataan" which stated at point 6 "<i>Menyediakan kondisi dan fasilitas kerja yang aman</i>" - commit to providing safe working conditions and facilities .</p>	Non-compliance

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		<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has establish procedure related to risk control and PPE usage as per "SOP Pengendalian Resiko dan Penggunaan APD No: 17/SOP-UKNKT/ICS-KS/X/2019" dated 24 October 2019. OHS risk and analysis are available in the procedure. OHS risk analysis covering: manual weeding (babat), pruning, spraying, harvesting, loading and weighing.</p> <p>PPE for workers are provide by Perkumpulan Petani Sawit Swadaya Karya Serumpun for smallholder member and its workers in accordance with working type. PPE for harvesting are safety helmet and boots; PPE for spraying working are safety glasses, safety helmet, apron, masker, hand gloves. During field visit to harvesting activity confirmed that harvester using safety helmet, boots and harvesting equipment cover.</p> <p>PPE provision by PPSS Karya Serumpun can be demonstrated as per Logbook PPE handover "Penerima Alat Pelindung Diri", sample seen: on period June & July 2021 PPE provided by PPSS Karya Serumpun for the workers consist of: 41 pcs safety helmet, 41 pcs handgloves, 41 pcs safety goggles, 41 pcs harvesting equipment cover (Egrek and Dodos).</p> <p>First aid equipment was provide by Perkumpulan Petani Sawit Swadaya Karya Serumpun for each smallholder Group "Kelompok Tani". First aid equipment provision were evident as per "Penyerahan Kotak P3K", there were 10 first aid kit provided by PPSS Karya Serumpun.</p> <p>Nonconformity raised during audit:</p> <ul style="list-style-type: none"> • PPSS Karya Serumpun has not yet provide the risk analysis/assessment and risk control for the activity of fertilizing and FFB transporting. • There is no monitoring conducted by ICS in the field to ensure the risk control are implemented accordingly and the PPE appropriately use by workers (harvester, sprayer, fertilizing workers). • It was confirmed during interview with harvester in the field, they don't use the safety helmet during harvesting. 	
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<p>Milestone A</p>	<p>Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them</p>	<p>Training for OHS and safety risk associated with farm work (including that of pesticide use) and how to mitigate them has been conducted in a series of training, sample seen:</p> <ul style="list-style-type: none"> - Dated 28 July 2020, attend by 20 members - Dated 28 August 2020, attend by 19 members - Dated 9 September 2020, attend by 32 members - Dated 25 September 2020, attend by 36 members - Dated 13 September 2020, attend by 13 members - Dated 9 October 2020, attend by 9 members - Dated 19 October 2020, attend by 43 members - Dated 23 October 2020, attend by 29 members - Dated 26 October 2020, attend by 19 members - Dated 30 October 2020, attend by 106 member <p>Evidence of training were available as per minutes of training and attendance list. Training attend by all smallholder member from all smallholder Group (Kelompok Tani).</p> <p>OHS training for ICS PPSS Karya Serumpun has been delivered by Widya Erti Indonesia (Facilitator) on 28 July 2020.</p> <p>During filed audit and interview with smallholders and workers confirmed that they have aware regarding health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> • Safe and adequate housing, where applicable, • Access to basic first aid supplies 	<p>Workers including smallholder family member have access to safe working conditions and amenities.</p> <p>Each workers and smallholder has their own housing. During field visit to smallholder housing shown that the housing condition is standard for health and safety, working equipment for harvesting store in speared place, herbicide/pesticide store in the separate place. Adequate drinking water</p>	<p>Complied</p>

	<ul style="list-style-type: none"> • Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work. • Adequate drinking water • Access to toilets 	<p>and access to toilet are available in their own housing based on field visit to smallholder and workers housing.</p> <p>PPE for workers are provide by smallholder member in accordance with working type. PPE for harvesting are safety helmet and boots; PPE for spraying working are safety glasses, safety helmet, apron, masker, hand gloves. During field visit to harvesting activity confirmed that harvester using safety helmet, boots and harvesting equipment cover.</p> <p>PPE provision by PPSS Karya Serumpun can be demonstrated as per Logbook PPE handover "Penerima Alat Pelindung Diri", sample seen: on period June & July 2021 PPE provided by PPSS Karya Serumpun for the workers consist of: 41 pcs safety helmet, 41 pcs handgloves, 41 pcs safety goggles, 41 pcs harvesting equipment cover (Egrek and Dodos).</p> <p>Workers including ICS of PPSS Karya Serumpun has cover by accident insurance from BPJS Ketenagakerjaan. There are 31 workers and ICS was registered in BPJS Ketenagakerjaan. Registration number for BPJS Ketenagakerjaan of PPSS Karya Serumpun Nomor: 1900000078993.</p> <p>First aid equipment was provide by Perkumpulan Petani Sawit Swadaya Karya Serumpun for each smallholder Group "Kelompok Tani". First aid equipment provision were evident as per "Penyerahan Kotak P3K", there were 10 first aid kit provided by PPSS Karya Serumpun.</p> <p>PPE for workers are provide by smallholder member in accordance with working type. PPE for harvesting are safety helmet, boots, safety glasses; PPE for spraying working are safety glasses, safety helmet, apron, masker, hand gloves. However spraying working are conducted by TUS team.</p>	
<p>Criteria 3.6 There is no discrimination, harassment, or abuse on the farm.</p>			
Eligibility	Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).	Perkumpulan Petani Sawit Swadaya Karya Serumpun established document "Surat Keputusan No.07/SK-LDKP/KS/II/2020 tentang Larangan Diskriminasi, Kerja Paksa dan Perdagangan Orang" – Decree on prohibit	Complied

		discrimination, force labor and human trafficking. The document signed by Operation Manager dated 18 February 2020.	
Milestone A	Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.	<p>Implementation sighted:</p> <ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Ketenagakerjaan" Training on employment requirement, dated 12 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Gender (Kesetaraan Hak Perempuan dan Laki-laki)" Training Gender Equality, dated 24 February 2020. Training by Widya Erti Indonesia. - Perkumpulan Petani Sawit Swadaya Karya Serumpun registering 31 ICS member into BPJS Ketenagakerjaan. Sampled ICS member: Erik Erianto, Agus Setiawan, Edi Luqfina, Edi Suroto, Muhammad Rifa'i, Muti Hildayati, Wawan Ardian, Yusup. <p>Audit team made stakeholder communication with BPJS Cabang Rengat, Indragiri Hulu Regency and confirm registration of 31 ICS from Perkumpulan Petani Sawit Swadaya Karya Serumpun.</p>	Complied
Milestone B	Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.	Based on document review and interview with Mr. Wahyudi and Mr. Hendro, worker on smallholder member Misman (ID 701038.6); they explains the relationship with smallholder member and farmer group (kelompok tani) is good. The work relation is good and no discrimination in payment or treatment, no harassment, no financial sanction, no abuse, because smallholder member respect the worker rights.	Complied

Principle 4: Protect, conserve and enhance ecosystems and the environment

Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

Preamble

High Conservation Value (HCVs) and High Carbon Stock (HCS) forests

This Independent Smallholder Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices which also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting (see here).

Aligned with the new HCS requirements in the RSPO 2018 P&Cs, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests or any areas required to protect or enhance HCVs and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new plantings will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

Remediation and Compensation Procedure (RaCP)

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.

Criteria 4.1

High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).	All smallholder member has a commitment to protect the HCV area and maintain HCV area. Smallholder member has signed the statement letter "Surat Pernyataan" which stated at point 12 " <i>Melindungi NKT dan hutan SKT melalui pendekatan praktik-praktik kehati-hatian</i> " - commit to protect HCVs and HCS forests through the precautionary practices approach. HCV assessment has been conducted by Group Manager and ICS cooperated with Widya Erti Indonesia and verify by Daemeter Consulting.	Complied
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		<p>HCV Assessment on August 2020. Final report of HCV published on September 2020. According to HCV assessment confirmed that there is no HCV area identified in smallholder plantation area, however there is HCV area identified in the surrounding area of smallholder plantation, such as:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangakalan Kasai <p>Report of HCV assessment were available in "Laporan Identifikasi dan Penilaian NKT di Areal Usaha Kebun Petani Sawit Swadaya PPSS Karya Serumpun" September 2020.</p> <p>There are some important species identified however it was not oncluded in RTE species, animal species identified such as: <i>Elanus caeruleus</i>, <i>Corocodilus porosus</i>, <i>Heliatus leucogaster</i>, <i>Panthera tigris sumatrae</i>, <i>Ursidae (Helarctos malayanus)</i>, <i>Muntiacus sp</i>, <i>Prionaliurus begnalensis</i>, <i>Pongo sp</i>, <i>Cervus unicolor</i>, <i>Manis javanica</i>.</p> <p>Based on HCV and HCS identification, there is no forest identified and area with high carbon stock at smallholder plot.</p>	
<p>Milestone A</p>	<p>Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> • The importance of maintaining and conserving HCVs and HCS forests • Human-wildlife conflict; and • Rare, threatened and endangered species and important ecosystems. 	<p>Training on maintaining and conserving HCVs and HCS forests, Rare, threatened and endangered species and important ecosystems has been conducted since June 2020, November 2020 and December 2020. Sample seen:</p> <ul style="list-style-type: none"> - Training HCV dated 16 - 18 June 2020 attend by 29 members, - Training HCV dated 4 November 2020 attend by 19 members, - Training HCV dated 6 November 2020 attend by 13 members, - Training HCV dated 8 November 2020 attend by 29 members, - Training HCV dated 10 November 2020 attend by 7 members, - Training HCV dated 17 November 2020 attend by 32 members, 	<p>Non-compliance</p>

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		<ul style="list-style-type: none"> - Training HCV dated 29 November 2020 attend by 44 members, - Training HCV dated 14 December 2020 attend by 106 members, - Training HCV dated 11 December 2020 attend by 13 members, - Training HCV dated 1 December 2020 attend by 36 members, <p>HCV Training for ICS has been conducted by Daemeter Consulting on 16 – 8 June 2020.</p> <p>Evidence of training can be demonstrated during audit as per “Notulen dan Daftar Hadir Pelatihan/Sosialisasi NKT. Training and socialization deliver by ICS team.</p> <p>During field visit to smallholder plot and interview with smallholder member, confirmed that they have follow the training of HCV. They aware regarding importance of conserving and maintaining HCV, wildlife, RTE species and its protection.</p> <p>Nonconformity raised during audit:</p> <p>During interview with smallholder member (sampled) mostly they don’t aware of:</p> <ul style="list-style-type: none"> - The importance of maintaining and conserving HCVs and HCS forests - Human-wildlife conflict; - Rare, threatened and endangered species and important ecosystems. <p>Smallholder sampled interview:</p> <p>Sungai Akar: (Syafiq Masruri, Sujarwo, Aryati, Salamun)</p> <p>Ringin: (Hardi, Nofindra B, Suroso,, Ropida, Yitno)</p> <p>Pangkalan Kasai: (Hendro, Yusup/trice, Misman, Sulaiman, Tugiyono, Jalyanto)</p>	
<p>Milestone B</p>	<p>Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable</p>	<p>Based on interview with smallholder member during audit, confirmed that they aware regarding the RTE species protection and animal in the smallholder plots. Animal hunting is prohibit by the procedure of PPSS karya</p>	<p>Complied</p>

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		<p>Serumpun and also regulation. Perkumpulan Petani Sawit Swadaya Karya Serumpun has establish the procedure for animal protection as per "SOP Perlindungan Satwa Liar No: 19/SOP-UKNKT/ICS-KS/X/2019" dated 24 October 2019. Any presence of RTE HCV assessment has been conducted by Group Manager and ICS cooperated with Widya Erti Indonesia and verify by Daemeter Consulting. HCV Assessment on August 2020. Final report of HCV published on September 2020. According to HCV assessment confirmed that there is no HCV area identified in smallholder plantation area, however there is HCV area identified in the surrounding area of smallholder plantation, such as:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangkalan Kasai <p>Report of HCV assessment were available in "Laporan Identifikasi dan Penilaian NKT di Areal Usaha Kebun Petani Sawit Swadaya PPSS Karya Serumpun" September 2020.</p> <p>There are some important species identified however it was not oncluded in RTE species, animal species identified such as: <i>Elanus caeruleus</i>, <i>Corocodilus porosus</i>, <i>Heliatus leucogaster</i>, <i>Panthera tigris sumatrae</i>, <i>Ursidae (Helarctos malayanus)</i>, <i>Muntiacus sp</i>, <i>Prionaliurus begnalensis</i>, <i>Pongo sp</i>, <i>Cervus unicolor</i>, <i>Manis javanica</i>.</p> <p>Based on HCV and HCS identification, there is no forest identified and area with high carbon stock at smallholder plot.</p> <p>HCV monitoring and RTE species monitoring in surrounding area of smallholder plantation has been performed by ICS and each Smallholder Group in their smallholder member plots. Monitoring performed each 3 month. Record of monitoring available in "Pemantauan Satwaliar dan</p>	
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		<p>Tumbuhan Dilindungi". Sample seen on monitoring report February – Apr 2021 and May – July 2021.</p> <p>During field visit to smallholder plots and HCV area in surrounding plantation can be demonstrated that there is no HCV disturbance and no illegal hunting. Smallholder member are aware their responsibility to protect the wildlife and nature in their plots and surrounding area.</p>	
<p>Criteria 4.2 Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).</p>			
Eligibility	<p>Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).</p>	<p>HCV assessment has been conducted by Group Manager and ICS cooperated with Widya Erti Indonesia and verify by Daemeter Consulting. HCV Assessment on August 2020. Final report of HCV published on September 2020. According to HCV assessment confirmed that there is no HCV area identified in smallholder plantation area, however there is HCV area identified in the surrounding area of smallholder plantation, such as:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangakalan Kasai <p>Report of HCV assessment were available in "Laporan Identifikasi dan Penilaian NKT di Areal Usaha Kebun Petani Sawit Swadaya PPSS Karya Serumpun" September 2020.</p> <p>There are total 355.46 ha land cover after November 2005 covered to oil palm plantation. Land Use Change Analysis report from RSPO dated 22 Apr 2020 are available. According to LUCA report confirmed that:</p> <ul style="list-style-type: none"> - Total smallholding area analyzed 355.46 ha - Method used for LUCA: Supervised classification, visual interpretation - Result of LUCA methodology review: Passed 	Complied

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		<ul style="list-style-type: none"> - Final conservation liability: 124.92 ha - Environmental remediation areas: 6.87 ha <p>According to RaCP ISH and Grower Tracker on the RSPO Website, it was note that Independent smallholders are currently under reprieve from compensation. During audit also interview with RSPO Indonesia and to confirm the RaCP status and progress for PPSS Karya Serumpun.</p>	
Milestone A	Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	<p>There are total 355.46 ha land cover after November 2005 covered to oil palm plantation. Land Use Change Analysis report from RSPO dated 22 Apr 2020 are available. According to LUCA report confirmed that:</p> <ul style="list-style-type: none"> - Total smallholding area analyzed 355.46 ha - Method used for LUCA: Supervised classification, visual interpretation - Result of LUCA methodology review: Passed - Final conservation liability: 124.92 ha - Environmental remediation areas: 6.87 ha <p>According to RaCP ISH and Grower Tracker on the RSPO Website, it was note that Independent smallholders are currently under reprieve from compensation. During audit also interview with RSPO Indonesia and to confirm the RaCP status and progress for PPSS Karya Serumpun.</p>	Complied
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	<p>There are total 355.46 ha land cover after November 2005 covered to oil palm plantation. Land Use Change Analysis report from RSPO dated 22 Apr 2020 are available. According to LUCA report confirmed that:</p> <ul style="list-style-type: none"> - Total smallholding area analyzed 355.46 ha - Method used for LUCA: Supervised classification, visual interpretation - Result of LUCA methodology review: Passed - Final conservation liability: 124.92 ha - Environmental remediation areas: 6.87 ha (consist of 1.91 ha small river channel and reservoir & 4.96 ha in peatland area) 	Complied

		<p>According to RaCP ISH and Grower Tracker on the RSPO Website, it was note that Independent smallholders are currently under reprieve from compensation. During audit also interview with RSPO Indonesia and to confirm the RaCP status and progress for PPSS Karya Serumpun.</p> <p>PPSS Karya Serumpun has taken action to remediate the riparian area by planting the wood trees as per "Rencana Pengelolaan Kawasan Bernilai Konservasi Tinggi".</p> <p>During field visit to smallholder plots on behalf Lita Ega Nofrila, Suroso and Ropida can be shown that PPSS Karya Serumpun has been planting the wood trees in the riparian chanel, consist of: 15 plant of Pithecolobium jiringa, 15 plant of Parkia speciosa, 20 plant of Pometia pinnata.</p>	
<p>Criteria 4.3 New planting of independent smallholders, since November 2019:</p> <ul style="list-style-type: none"> • Do not replace any HCVs • Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach • Are not on steep slopes (more than 25 degrees or as in the National Interpretation) • Are not on peat areas of any depth. 			
Eligibility	<p>Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).</p>	<p>All smallholder member has a commitment to protect the HCV area and maintain HCV area. Smallholder member has signed the statement letter "Surat Pernyataan" which stated at point 11 "<i>Tidak melakukan penanaman baru atau perluasan kebun yang ada saat ini di hutan primer, Kawasan NKT, hutan SKT, kawasan sempadan sungai atau lereng curam (lebih dari 25 derajat atau sebagaimana diatur dalam interpretasi Nasional</i>" - No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation).</p> <p>There is no plan from smallholder to expand their plantation or new plantings. It was confirmed during verification and interview with Group manager and ICS as well as smallholder members sampled. The expansion</p>	Complied

		or planed for new planting will informed to the group manager if any and must be verify by ICS the eligibility for new planting.	
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences	<p>During interview with smallholder member and field visit to smallholder plots, confirmed that there is no new planting after November 2019 and no plan for new planting after join the RSPO certification. It was also confirmed with the database of smallholder member planting year by Group manager and ICS.</p> <p>HCV assessment has been conducted by Group Manager and ICS cooperated with Widya Erti Indonesia and verify by Daemeter Consulting. HCV Assessment on August 2020. Final report of HCV published on September 2020. According to HCV assessment confirmed that there is no HCV area identified in smallholder plantation area, however there is HCV area identified in the surrounding area of smallholder plantation, such as:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangakalan Kasai <p>Report of HCV assessment were available in "Laporan Identifikasi dan Penilaian NKT di Areal Usaha Kebun Petani Sawit Swadaya PPSS Karya Serumpun" September 2020.</p>	Complied
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	During interview with smallholder member and field visit to smallholder plots, confirmed that there is no new planting after November 2019 and no plan for new planting after join the RSPO certification. It was also confirmed with the database of smallholder member planting year by Group manager and ICS.	Complied
<p>Criteria 4.4 Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.</p>			

<p>Eligibility</p>	<p>Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).</p>	<p>All smallholder member has a commitment to to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils. Smallholder member has signed the statement letter "Surat Pernyataan" which stated at point 13 "<i>Tidak melakukan penanaman baru diatas lahan gambut dan penanaman Kembali di atas gambut dan hanya dilakukan di wilayah dengan resiko banjir dan instrusi air asin yang rendah</i> – Commit to No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion.</p> <p>There is no peat land over the land of PPSS Karya Serumpun. It was confirmed during field visit and soil maps overlay using a Land Unit map published by daemeter Consulting. Generally the soil type of PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> - Paleudults - Tropaquepts - Tropudults <p>No peatlands were found and in general the soil characteristics were quite suitable for oil palm cultivation.</p> <p>However based on LUCA from RSPO it was indicated that there is a peatland with total area 4.96 ha includes Agus Muchid (1.01 ha), Sujarwo a (1.97 ha) and Sujarwo b (1.98 ha). PPSS Karya Serumpun has sent the email clarification that the actual area in the field is no more peatland.</p> <p>During field visit to Sujarwo plots it was confirmed that there was a small peatland in the lowland area with the depth of peat approximately 30 – 40 cm and the peat soil has been has decomposed and become a mineral soil.</p>	<p>Complied</p>
<p>Milestone A</p>	<p>Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.</p>	<p>There is no peat land over the land of PPSS Karya Serumpun. It was confirmed during field visit and soil maps overlay using a Land Unit map published by Daemeter Consulting. Generally the soil type of PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> - Paleudults 	<p>Complied</p>

		<ul style="list-style-type: none"> - Tropaquepts - Tropudults <p>No peatlands were found and in general the soil characteristics were quite suitable for oil palm cultivation.</p>	
Milestone B	Smallholders implement the group’s action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	<p>There is no peat land over the land of PPSS Karya Serumpun. It was confirmed during field visit and soil maps overlay using a Land Unit map published by Daemeter Consulting. Generally the soil type of PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> - Paleudults - Tropaquepts - Tropudults <p>No peatlands were found and in general the soil characteristics were quite suitable for oil palm cultivation.</p>	Complied
<p>Criteria 4.5 Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.</p>			
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with low risk of flooding or saline intrusion (Refer to appendix 1).	<p>All smallholder member of Perkumpulan Petani Sawit Swadaya Karya Serumpun has signed the commitment letter which stated in point 13 that “No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion”.</p> <p>There is no peat land over the land of PPSS Karya Serumpun. It was confirmed during field visit and soil maps overlay using a Land Unit map published by Daemeter Consulting. Generally the soil type of PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> - Paleudults - Tropaquepts - Tropudults 	Complied

		No peatlands were found and in general the soil characteristics were quite suitable for oil palm cultivation.	
Milestone A	Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land development strategies.	<p>All smallholder member of Perkumpulan Petani Sawit Swadaya Karya Serumpun has signed the commitment letter which stated in point 13 that "No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion".</p> <p>There is no peat land over the land of PPSS Karya Serumpun. It was confirmed during field visit and soil maps overlay using a Land Unit map published by Daemeter Consulting. Generally the soil type of PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> - Paleudults - Tropaquepts - Tropudults <p>No peatlands were found and in general the soil characteristics were quite suitable for oil palm cultivation.</p>	Complied
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	<p>There is no peat land over the land of PPSS Karya Serumpun. It was confirmed during field visit and soil maps overlay using a Land Unit map published by Daemeter Consulting. Generally the soil type of PPSS Karya Serumpun consist of:</p> <ul style="list-style-type: none"> - Paleudults - Tropaquepts - Tropudults <p>No peatlands were found and in general the soil characteristics were quite suitable for oil palm cultivation.</p> <p>All smallholder member of Perkumpulan Petani Sawit Swadaya Karya Serumpun has signed the commitment letter which stated in point 13 that "No new planting on peat and replanting on peat only in areas with low risk of flooding and saline intrusion".</p>	Complied

Criteria 4.6			
Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	<p>Smallholder member has signed the commitment to no burning for preparing land or for pest control, nor open fire for waste management. Stated in Point 15 "<i>Tidak melakukan pembakaran untuk mempersiapkan lahan atau mengendalikan hama</i>" - no burning for preparing land or for pest control.</p> <p>During interview with smallholder member confirmed that they aware regarding their commitment policy to no burning for preparing land or for pest control, nor open fire for waste management.</p> <p>PPSS Karya Serumpun also has a procedure of land preparation SOP No: 20/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019; land preparation conducted by method Zero burning.</p> <p>Waste from the usage of herbicide/ex agrochemical container manage as hazardous waste according to Procedure Pengelolaan Wadah Bekas Kimia, SOP No:27/SOP-UPHTDA/ICS-KS/X/2019 dated 24 October 2019. Hazardous waste store at particular storage and deliver to PT SKIP for the next waste handling. PPSS Karya Serumpun has a contract agreement with PT SKIP for hazardous waste handling and management according to "Surat Perjanjian Kerjasama Penempatan Wadah Limbah Pestisida antara PT Sumber Kencana Indopalma (SKIP) dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun" dated 1st September 2020. Hazardous waste from PPSS Karya Serumpun deliver to PT SKIP and further manage by PT SKIP according to government regulation without burning.</p>	Complied
Milestone A	<p>There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of:</p> <ul style="list-style-type: none"> Alternatives to fire for land preparation and farm waste management (where appropriate possible). 	<p>During field visit to smallholder plots, there is no evidence of new burning for land preparation for oil palm by smallholders.</p> <p>During interview with smallholder member confirmed that they have aware regarding the zero burning policy and procedure for all activity in their plantation.</p>	Complied

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	<ul style="list-style-type: none"> • Alternatives to fire for pest control. • Fire prevention and how to respond to and manage fires in their plots. 	<p>Training for Fire prevention and mitigation to respon and manage fires in the smallholder plots has been carried out by Widya Erti (Fasilitator) to the ICS and smallholder members, sample seen:</p> <ul style="list-style-type: none"> - Fire prevention and mitigation training dated 30 June 2020, attend by 16 members - Fire prevention and mitigation training dated 25 July 2020, attend by 29 members - Fire prevention and mitigation training dated 24 July 2020, attend by 19 members - Fire prevention and mitigation training dated 25 July 2020, attend by 44 members - Fire prevention and mitigation training dated 21 July 2020, attend by 7 members - Fire prevention and mitigation training dated 14 July 2020, attend by 19 members - Fire prevention and mitigation training dated 17 July 2020, attend by 77 members - Fire prevention and mitigation training dated 12 July 2020, attend by 32 members - Fire prevention and mitigation training dated 9 July 2020, attend by 36 members - Fire prevention and mitigation training dated 4 July 2020, attend by 13 members - Fire prevention and mitigation training dated 1 July 2020, attend by 29 members <p>Evidence of training can be demonstrated during audit such as attendance list, photo documentation and training material.</p>	
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		<p>PPSS Karya Serumpun has establish the procedure for fire prevention and mitigation as per "SOP Pemadam Kebakaran Lahan No: 28/SOP-UPHTDA/ICS-KS/X/2019" dated 24 October 2019.</p>	
<p>Milestone B</p>	<p>Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.</p>	<p>Smallholder member has signed the commitment to no burning for preparing land or for pest control, nor open fire for waste management. Stated in Point 15 "<i>Tidak melakukan pembakaran untuk mempersiapkan lahan atau mengendalikan hama</i>" - no burning for preparing land or for pest control. During field visit to smallholder plots and interview with smallholder member confirmed that there is no burning for land preparation and no pest control by fire.</p> <p>During field audit and interview with smallholder member confirmed that there is no no burning for preparing land or for pest control, nor open fire for waste management. There is no planning for new planting or expansion for oil palm plantation, Replanting will be conducted with method zero burning according to procedure of land preparation SOP No: 20/SOP-UKNKT/ICS-KS/X/2019, dated 24 October 2019.</p> <p>Waste from the usage of herbicide/ex agrochemical container manage as hazardous waste according to Procedure Pengelolaan Wadah Bekas Kimia, SOP No:27/SOP-UPHTDA/ICS-KS/X/2019 dated 24 October 2019. Hazardous waste store at particular storage and deliver to PT SKIP for the next waste handling. PPSS Karya Serumpun has a contract agreement with PT SKIP for hazardous waste handling and management according to "Surat Perjanjian Kerjasama Penempatan Wadah Limbah Pestisida antara PT Sumber Kencana Indopalma (SKIP) dengan Perkumpulan Petani Sawit Swadaya Karya Serumpun" dated 1st September 2020. Hazardous waste from PPSS Karya Serumpun deliver to PT SKIP and further manage by PT SKIP according to government regulation without burning.</p> <p>During field visit there is no burning activity in the land and ex pesticide container was store by head of smallholder group in the drum before deliver to office PPSS Karya Serumpun and deliver to PT SKIP for further handling.</p>	<p>Complied</p>

Criteria 4.7			
Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			
Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).	<p>Group manager has identifies the riparian buffer zone through HCV Assessment, confirmed that there were riparian buffer zone identified in PPSS Karya Serumpun plantation.</p> <p>HCV assessment has been conducted by Group Manager and ICS cooperated with Widya Erti Indonesia and verify by Daemeter Consulting. HCV Assessment on August 2020. Final report of HCV published on September 2020. According to HCV assessment confirmed that there is no HCV area identified in smallholder plantation area, however there is HCV area identified in the surrounding area of smallholder plantation, such as:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangakalan Kasai <p>Report of HCV assessment were available in "Laporan Identifikasi dan Penilaian NKT di Areal Usaha Kebun Petani Sawit Swadaya PPSS Karya Serumpun" September 2020.</p> <p>All smallholder member of PPSS Karya Serumpun has signed the commitment letter which stated in point 11 that "<i>Tidak melakukan penanaman baru atau perluasan kebun yang ada saat ini di hutan primer, Kawasan NKT, hutan SKT, Kawasan sempadan sungai, atau lereng curam (lebih dari 25 derajat atau sebagaimana diatur dalam Interpretasi Nasional)</i>" - No new planting or no expansion of existing farms in primary forests, HCV areas, HCS forests, in riparian areas, or on steep slopes (more than 25 degrees or as in National Interpretation)".</p>	Complied

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<p>Milestone A</p>	<p>Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.</p>	<p>Training on maintaining and conserving HCVs and HCS forests, Rare, threatened and endangered species and important ecosystems has been conducted since June 2020, November 2020 and December 2020. Sample seen:</p> <ul style="list-style-type: none"> - Training HCV dated 16 - 18 June 2020 attend by 29 members, - Training HCV dated 4 November 2020 attend by 19 members, - Training HCV dated 6 November 2020 attend by 13 members, - Training HCV dated 8 November 2020 attend by 29 members, - Training HCV dated 10 November 2020 attend by 7 members, - Training HCV dated 17 November 2020 attend by 32 members, - Training HCV dated 29 November 2020 attend by 44 members, - Training HCV dated 14 December 2020 attend by 106 members, - Training HCV dated 11 December 2020 attend by 13 members, - Training HCV dated 1 December 2020 attend by 36 members, <p>HCV Training for ICS has been conducted by Daemeter Consulting on 16 – 8 June 2020.</p> <p>Evidence of training can be demonstrated during audit as per “Notulen dan Daftar Hadir Pelatihan/Sosialisasi NKT. Training and socialization deliver by ICS team.</p> <p>During field visit to smallholder plot and interview with smallholder member, confirmed that they have follow the training of HCV by ICS team and SETARA. They aware regarding importance of conserving and maintaining HCV, wildlife, RTE species and its protection.</p> <p>According to HCV assessment result confirmed that there is a riparian buffer zone identified in area plantation of PPSS Karya Serumpun. Includes:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida 	<p>Complied</p>
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		<ul style="list-style-type: none"> - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangkalan Kasai <p>PPSS Karya Serumpun has action plan to maintain and/or enhance riparian buffer zones according to HCV assessment.</p>	
<p>Milestone B</p>	<p>Smallholders maintain and/or enhance riparian buffer zone areas.</p>	<p>HCV assessment has been conducted by Group Manager and ICS cooperated with Widya Erti Indonesia and verify by Daemeter Consulting. HCV Assessment on August 2020. Final report of HCV published on September 2020. According to HCV assessment confirmed that there is no HCV area identified in smallholder plantation area, however there is HCV area identified in the surrounding area of smallholder plantation, such as:</p> <ul style="list-style-type: none"> - HCV 4.1 River of Sungai Sekuyam, Village of Klesa - HCV 4.1 River of Sungai Gangsal, Village of Seberida - HCV 4.1 River of Sungai Benawa, Village of Pangkalan Kasai - HCV 4.1 River of Sungai Kinutan, Village of Pangkalan Kasai <p>Report of HCV assessment were available in "Laporan Identifikasi dan Penilaian NKT di Areal Usaha Kebun Petani Sawit Swadaya PPSS Karya Serumpun" September 2020.</p> <p>PPSS Karya Serumpun has taken action to enhance the riparian buffer zone area by planting the trees along the riparian.</p> <p>During field visit to smallholder plots and HCV area in surrounding plantation can be demonstrated that there is no HCV disturbance and no illegal hunting. Smallholder member are aware their responsibility to protect the wildlife and nature in their plots and surrounding area.</p> <p>PPSS Karya Serumpun has a procedure to protect the water source including riparian as per "SOP Pengelolaan Air dan Sumber Air No: 21/SOP-UKNKT/ICS-KS/X/2019" dated 24 October 2019 and "SOP Pemantauan Nilai Konservasi Tinggi (NKT) No: 15/SOP-UKNKT/ICS-KS/X/2019" dated 24 October 2019. According to procedure, riparian protection carried out by planting woody plants, no oil palm planting near to riparian (5 m away),</p>	<p>Complied</p>

		prohibit to spraying chemical activity in riparian zone (5 m away from the river).	
Criteria 4.8			
Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.			
Eligibility	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> • Immediately stopping purchasing of these pesticides • Phasing out use of remaining stock by MS A • Providing information for the group manager to keep record of pesticide purchase and use. <p>(Refer to appendix 1)</p>	<p>PPSS Karya Serumpun has establish the procedure for the Use of Pesticides and Handling of Used Pesticides Container No: 25/SOP-UPHTDA/ICS-KS/X/2019. In the procedure stated that PPSS Karya Serumpun will reduce the usage of paraquat.</p> <p>There is no specific Policy for restriction of paraquat and pesticides categorized as WHO Class 1A or 1B usage.</p> <p>During field visit to smallholder plots and interview with smallholder member confirmed that they don't aware to stop purchase paraquat and no longer use paraquat for weeds control.</p> <p>Non conformity raised during audit:</p> <ul style="list-style-type: none"> • There is no evidence that smallholder member commit to: <ul style="list-style-type: none"> - Immediately stopping purchasing of these pesticides - Phasing out use of remaining stock by MS A - Providing information for the group manager to keep record of pesticide purchase and use. • During field audit to smallholder plots and interview with smallholder member confirmed that they have not aware that pesticide usage are prohibit for pregnant and breastfeeding women, including child/young workers. • Based on field visits to smallholders, it was found that in the management of used pesticide, they had been collected in the storage of the Farmers Group Head, however the management of the hazardous waste was not adequate, for example: the records were not available, the storage bins were not closed, the LB3 symbol was not available, the 	Non-compliance

		<p>area was not given a partition marker to separate it from the other materials.</p> <p>Furthermore, there is a chemical Methyl Pro 20 WP which is also still stored in the warehouse area and mixed with other materials, further related to this chemical there is no MSDS available.</p>	
Milestone A	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>All member smallholder has attended the training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions. Evidence of series training can be demonstrated during audit, sample seen:</p> <ul style="list-style-type: none"> - Training Good Agriculture Practices dated 2 January – 10 february 2020, attend by all members - Pesticide handling training dated 6, 20, 22, 27 November; 1, 13, 15, 28 December 2020 attend by all smallholder member. <p>Evidence of training can be shown during audit. Minutes of training and attendance list are available during audit.</p>	Complied
Milestone B	<p>Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.</p>	<p>PPSS Karya Serumpun has a policy to prohibit use of pesticides by pregnant and breastfeeding women as per "Surat Keputusan Nomor: 209/SK-LMIH/KS/II/2020 Tentang Larangan Mempekerjakan Ibu Hamil dan Menyusui" dated 18 February 2020. "<i>Tidak mempekerjakan Ibu Hamil dan Menyusui untuk pekerjaan di kebun</i>".</p> <p>During field audit to smallholder plots and interview with smallholder member confirmed that they have aware that pesticide usage are prohibit for pregnant and breastfeeding women, including child/young workers.</p>	Complied
<p>Criteria 4.9 The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.</p>			

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Eligibility	Not applicable	N/A	Not Applicable
Milestone A	Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.	<p>All member smallholder has attended the training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management. Evidence of series training can be demonstrated during audit, sample seen:</p> <ul style="list-style-type: none"> - Training GAP dated 10 February 2020, attend by 44 members - Training GAP dated 7 February 2020, attend by 32 members - Training GAP dated 3 February 2020, attend by 19 members - Training GAP dated 1 February 2020, attend by 29 members - Training GAP dated 31 January 2020, attend by 13 members - Training GAP dated 31 January 2020, attend by 36 members - Training GAP dated 29 January 2020, attend by 7 members - Training GAP dated 24 January 2020, attend by 77 members - Training GAP dated 20 January 2020, attend by 29 members - Training GAP dated 17 January 2020, attend by 19 members - Training GAP dated 2 January 2020, attend by 15 members - Pesticide handling training dated 6, 20, 22, 27 November; 1, 13, 15, 28 December 2020 attend by all smallholder member. <p>Evidence of training can be shown during audit. Minutes of training and attendance list are available during audit.</p>	Complied
Milestone B	The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.	<p>Group manager and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm. During field visit and interview with smallholder member and ICS confirmed that they have develop the programme of integrated pest management including:</p> <ul style="list-style-type: none"> - Planting beneficial plants (<i>Turnera subulata</i>) for natural enemies of caterpillar pest. Turnera subulata has been planted 10 plat in each smallholder group: KT Maju Haya I, KT Sejahtera, KT Sekuyam Jaya, 	Complied

		<p>KT Sri Rejeki, KT Mekar Makmur, KT Gangsal Makmur, KT Sawit Mandiri, KT Harapan Jaya, KT Jaya Tani and KT Sidodadi.</p> <ul style="list-style-type: none"> - Developing Barn owl (<i>Tyto alba</i>) nest to conserve and develop the barn owl as a natural enemy of rats pest. In each smallholder has been installed 1 barn owl nest, with total 10 barn owl nest. 	
Internal Control System requirements for smallholder groups.			
A – ICS: Group entity and group management requirements			
A.1 The Group demonstrates that they are legally formed.			
A.1.1			
Eligibility	The Group has appointed a group manager	<p>The structure of the Group Manager has been shown, the same document has also defined the roles and responsibility of all personnel involved.</p> <p>1. Based on the decision of the member meeting on 27 August 2019 decided to appoint the Group Manager and ICS Structure as per <i>Surat Keputusan No. 1/ISK-KOMITE PERSETUJUAN/KS/VIII/2019</i>. Along with the appointment, the organizational structure, functions, duties and responsibilities of the Group Manager / Approval Committee are also determined. The decree letter has appointed Wawan Ardian as the Group Manager in Karya Serumpun. The requirement for Group Manager: Group manager have knowledge on good on oil palm production; principle and criteria of sustainable oil palm; group certification; internal procedure and policy in group.</p> <p>Roles and responsibility of Group Manager: responsible for all certification process of sustainable for independent smallholder; group manager has no conflict of interest; group manager able to check, monitors and evaluate all member; group manager develops good system and documentation (mission and objective, policy and procedure for operational management and decision making, communication); group manager have fair and transparent marketing</p>	Complied
Milestone A	The Group has appointed a group manager		Complied
Milestone B	The Group has appointed a group manager		Complied

		<p>system (purchasing and sales from group, complaint upon certification of sustainable FFB, market dispersion and price information); group manager develops internal control system manual; group manager communicates with third party external certification body; group manager shall supervise Internal Control System; group manager shall be able to control and organize registration and internal inspection.</p> <ol style="list-style-type: none"> 2. The appointment of "<i>Komite Persetujuan</i>" - Approval Committee has been defined under the minutes of formation of PPSSKS "Berita Acara Pembentukan Perkumpulan Petani Sawit Swadaya Karya Serumpun" dated 21 March 2019. The approval committee consist of Mr. Juliono, Mr. Wawan Ardian, Mr. Edi Suroto, Mr. Edi Lughfina, Mr. Edi Suardi, Mr. Bontor Pasaribu, Mr. Tohirin and Mr. Erik Erianto. Roles and responsibility for "<i>Komite Persetujuan</i>" have been defined under "<i>Tugas dan Tanggung Jawab Kerja Komite Persetujuan</i>": Approval committee to conduct selection upon data and reports to be review; to provide improvement recommendation upon result from internal inspection. 3. For Internal Control System (ICS) Team based on "<i>Surat Keputusan Pengangkatan Ketua dan Anggota Unit Inspeksi Internal</i>" No.12/SK-PUII/KS/II/2020 dated 18 February 2020. The Internal Control team comprise of Mr. Usman Simanulang, Mr. Turmuzi and Mr. Trimo Prianto. The roles and responsibility: to conduct internal inspection minimum 1 time per annum and documenting inspection result; to visit purchasing points during harvest to ensure purchasing procedure carried out as per standard; to conduct farmer/member registration; to conduct internal inspection minimum once per year; to inform individual farmer about RSPO internal standard. 4. For Group Manager Purchase and Marketing Team based on "<i>Surat Keputusan Staf Pembelian & Pemasaran</i>" No.14/SK-UPM/KS/II/2020 dated 18 February 2020. The purchase and marketing team comprise of Mr. Hadi SUMari, Mr. Totok Sujarto and Mr. Yusup. 	
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		Based on interview during this audit, there was a sufficient resources in term of human capital, financial, buildings and other infrastructure such as agriculture tools, emergency response equipment, vehicles and office utensils.	
A.1.2			
Eligibility	The group manager has evidence of legal identity.	Data verified during this audit, including:	Complied
Milestone A	The group manager has evidence of legal identity.	1) <i>Small Business License: "Surat Izin Usaha Perkebuanan" – (IUP), NIB: 0220205750189. Issued by Badan Penanaman Modal dan Pelayanan Perijinan Terpadu of Indragiri Hulu Regency on 17 July 2020 with organization name "PERKUMPULAN PETANI SAWIT SWADAYA KARYA SERUMPUN".</i>	Complied
Milestone B	The group manager has evidence of legal identity.	2) According to Article 1 Number 12 Government Regulation (PP) No. 24 of 2018 concerning Electronically Integrated Business Licensing Services (PBTSE), the Business Identification Number (NIB) has the meaning, namely as an identity for business actors issued by the Online Single Submission (OSS) institution after business actors register for their respective business businesses. In addition to having a function as a business identity, the NIB (Business Identification Number) also functions as a Company Registration Certificate (TDP) where a business run by a company will have a license to operate. So that during the audit it was confirmed that the Perkumpulan Petani Sawit Swadaya Karya Serumpun is sufficient just to have a NIB and no need to make TDP and SIUP/SITU. Perkumpulan Petani Sawit Swadaya Karya Serumpun has had a Business Registration Number - Nomor Induk Berusaha (NIB) No. 0220205750189 dated 8 July 2020 based on Government Regulation No. 24 of 2018 Article 24 paragraph (1); concerning Electronic Integrated Business Licensing Services.	Complied
		3) Deed of Establishment for " <i>Perkumpulan Petani Sawit Swadaya Karya</i>	

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		<p><i>Serumpun</i>"No. 22 dated 09 July 2019 issued by Notary Roni Ermanto, S.H., M.Kn.</p> <p>4) Karya Serumpun has registered the legal entity in the Republic of Indonesia Ministry of Law and Human Right under decree number "<i>Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU- 007229.AH.01.07.Tahun 2019 tentang Pengesahan Pendirian Badan Hukum Perkumpulan Petani Sawit Swadaya Karya Serumpun</i>" dated 16 July 2019 regarding legalization of legal entity of <i>Perkumpulan Petani Sawit Swadaya Karya Serumpun</i></p> <p>5) Nomor Wajib Pajak – NPWP: 95.068.323.5-213.000 on behalf of Perkumpulan Petani Sawit Swadaya Karya Serumpun from Kantor Pelayanan Pajak (KPP) Pratama Rengat.</p> <p>6) The appointment of Group Manager which regulated as per "<i>Pengesahan Manager dan SK Manager</i>" dated 27 August 2019. The letter appoints Wawan Ardian as the Group Manager in Perkumpulan Petani Sawit Swadaya Karya Serumpun. The requirement for Group Manager: Group manager have knowledge on good on oil palm production; principle and criteria of sustainable oil palm; group certification; internal procedure and policy in group.</p> <p>Organization structure is evident. The organization structure has been communicated to the association members.</p>	
A1.3			
Eligibility	The group has membership requirements.	Data verified during this audit, including:	Complied
Milestone A	The group has membership requirements.	1) <i>Small Business License: "Surat Izin Usaha Perkebuanari" – (IUP), NIB: 0220205750189. Issued by Badan Penanaman Modal dan Pelayanan Perijinan Terpadu of Indragiri Hulu Regency on 17 July 2020 with organization name "PERKUMPULAN PETANI SAWIT SWADAYA KARYA SERUMPUN".</i>	Complied
Milestone B	The group has membership requirements.	2) According to Article 1 Number 12 Government Regulation (PP) No. 24	Complied

		<p>of 2018 concerning Electronically Integrated Business Licensing Services (PBTSE), the Business Identification Number (NIB) has the meaning, namely as an identity for business actors issued by the Online Single Submission (OSS) institution after business actors register for their respective business businesses.</p> <p>In addition to having a function as a business identity, the NIB (Business Identification Number) also functions as a Company Registration Certificate (TDP) where a business run by a company will have a license to operate. So that during the audit it was confirmed that the Perkumpulan Petani Sawit Swadaya Karya Serumpun is sufficient just to have a NIB and no need to make TDP and SIUP/SITU.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has had a Business Registration Number - Nomor Induk Berusaha (NIB) No. 0220205750189 dated 8 July 2020 based on Government Regulation No. 24 of 2018 Article 24 paragraph (1); concerning Electronic Integrated Business Licensing Services.</p> <p>3) Deed of Establishment for "<i>Perkumpulan Petani Sawit Swadaya Karya Serumpun</i>" No. 22 dated 09 July 2019 issued by Notary Roni Ermanto, S.H., M.Kn.</p> <p>4) Karya Serumpun has registered the legal entity in the Republic of Indonesia Ministry of Law and Human Right under decree number "<i>Keputusan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU- 007229.AH.01.07.Tahun 2019 tentang Pengesahan Pendirian Badan Hukum Perkumpulan Petani Sawit Swadaya Karya Serumpun</i>" dated 16 July 2019 regarding legalization of legal entity of <i>Perkumpulan Petani Sawit Swadaya Karya Serumpun</i></p> <p>5) Nomor Wajib Pajak – NPWP: 95.068.323.5-213.000 on behalf of Perkumpulan Petani Sawit Swadaya Karya Serumpun from Kantor Pelayanan Pajak (KPP) Pratama Rengat.</p> <p>6) The appointment of Group Manager which regulated as per</p>	
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		<p>"Pengesahan Manager dan SK Manager" dated 27 August 2019. The letter appoints Wawan Ardian as the Group Manager in Perkumpulan Petani Sawit Swadaya Karya Serumpun. The requirement for Group Manager: Group manager have knowledge on good on oil palm production; principle and criteria of sustainable oil palm; group certification; internal procedure and policy in group.</p> <p>Organization structure is evident. The organization structure has been communicated to the association members.</p>	
A.1.4			
Eligibility	All members have signed and acknowledged membership requirements.	<p>Group manager and the smallholder member bound by declaration of members. The contract explains commitment in organization; commitment to implement sustainable oil palm production; commitment to fulfil administrative requirement; allowing ICS and external auditor to perform field inspection; commitment to obey group manager rules and sanction; contract valid during membership period.</p> <p>Sample seen:</p> <ul style="list-style-type: none"> - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Maju Jaya consisting of 77 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Tani Sejahtera consisting of 29 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sekuyam Jaya consisting of 32 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sri Rejeki consisting of 7 members dated 18 December 2020. 	Complied

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		<ul style="list-style-type: none"> - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Mekar Makmur consisting of 29 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Gansal Makmur consisting of 13 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sawit Mandiri consisting of 19 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Harapan Jaya consisting of 36 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Sidodadi consisting of 43 members dated 18 December 2020. - Declaration of Members of the Perkumpulan Petani Sawit Swadaya Karya Serumpun on behalf of farmer groups – KT Jaya Tani of 19 members dated 18 December 2020. <p>The Group Manager has communicated to all members regarding the Group regulation and membership rules.</p>	
Milestone A	All members can demonstrate understanding of membership requirements.	Based on interview to sample smallholder member, noted that not all member can demonstrate understanding of membership requirements, such as requirement to be a member, internal audit process, sanction for SOP violation.	Non-compliance
Milestone B	All members can demonstrate understanding of membership requirements.	<p>Non-Conformity raised during audit:</p> <p>Based on interview with the members sampled, not all member can demonstrate understanding of membership requirements such as internal audit and sanction for SOP violation and other establish procedure of PPSS Karya Serumpun.</p>	Non-compliance

		Furthermore, there are several members who are registered as members of the PPSSKS, however the actual field management is carried out by other people.	
A.2 The Group Manager is responsible for managing the Group for certification.			
A.2.1			
Eligibility	The group manager has planned for the implementation of the ICS.	<p>The Group Manager have established plan for the implementation of ICS on the form of "<i>Program Kerja Grup Manager Tahun 2021</i>", it contains activities and implementation time targets.</p> <p>Some of the program plans of Perkumpulan Petani Sawit Swadaya Karya Serumpun period 2019 - 2021, including:</p> <ul style="list-style-type: none"> - Training program: ICS Financial Administration training, ICS training, HCV training, RSPO P & C training, IPM training, OHS training, Fire training - Smallholder Facilitator identification - Communication development with relevant government - Comparative study with other RSPO unit certification - Development of partneship with Palm Oil Mill - STDB application completion - Market development - RSPO product sales after certification - Socialisation and identification potential new members - FFB production identification and recording - Enhance the organic fertilizer (liquid fertilizer) 3,000 L/month. - Smallholder group reinforcement. <p>Procedure ICS to manage certification of smallholder member has been established:</p>	Complied

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		<ul style="list-style-type: none"> - SOP Bergabung dan Keluar dalam keanggotaan, SOP No: 03/SOP-BKK/ICS-KS/X/2019 dated 24 october 2019. - SOP Pendaftaran Anggota, SOP No: 02/SOP-UPPA/ICS-KS/X/2019 dated 24 october 2019. - SOP Penyuluhan, SOP No: 01/SOP-UPP/ICS-KS/X/2019 dated 24 october 2019. - SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019. - SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. • Implementation of ICS work programme and procedure has been verified during audit and can be demonstrated by PPSS Karya Serumpun. 	
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	There is a documentary evidence to demonstrate that group members have formally joined the group under:	Complied
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	<ul style="list-style-type: none"> - "Formulir Pendaftaran" – registration form. Contain information of detail information of smallholder member. - "Surat Tanda Daftar Anggota Petani" - Farmer Member Registration letter. Contain the information of member statement to join the smallholder group of karya Serumpun. - "Surat Pernyataan" – Statement/Commitment letter. Contain information of smallholder member statement and commitment related to RSPO requirement compliance. <p>Group manager kept the original document in the office. ICS has develop the system for managing the RSPO compliance for all smallholder member. Compliance of the ICS by smallholder member are assess through annual internal audit. Latest internal audit has been done on July – December 2021. Report of internal audit are available as per "Form Observasi Internal</p>	Complied

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		<p>Audit". Report of internal audit has been verified during audit. Based on "Laporan Audit</p> <p>Compliance status against requirement of RSPO Independent Smallholder Standard 2019 are available in the report.</p>	
A.2.2			
Eligibility	<p>The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has sufficient resources to manage the group. Organization and Structure:</p> <p>Organization established bylaws for organization "Anggaran Rumah Tangga" Perkumpulan Petani Sawit Swadaya Karya Serumpun", dated 24 June 2019. Chapter XI "Pembagian Tugas dan Tanggungjawab Badan Pengurus" stated the Operational Manager of the committee assisted with "Unit Penyuluh dan Pendaftaran" – counselling and registration, "Unit Inspeksi Internal" – internal inspection, "Unit Pembelian dan Pemasaran" – purchase and sales, "Unit K3 dan NKT" – OHS and HCV, "Unit PHT dan Darurat Api" – pest and disease & fire emergency, "Unit Pengadaan Pupuk dan Saproti" – fertilizer and agriculture production tools procurement.</p> <ul style="list-style-type: none"> - Operation Manager roles and responsibilities: manage business and activity for Perkumpulan Petani Sawit Swadaya Karya Serumpun; responsible for activities of counselling and registration, internal inspection, purchase and sales, OHS & HCV, pest and disease & fire emergency, fertilizer and agriculture tools procurement; prepare working plan; prepare financial report and administration; - "Unit Penyuluh dan Pendaftaran" – counselling and registration roles and responsibilities: conduct counselling, education for smallholder's skill; prepare database and administration for registration; - "Unit Pembelian dan Pemasaran" – purchase and sales roles and responsibilities: conduct inspection on smallholder member, related to block hectarage, harvest productivity and oil palm upkeep; prepare and 	Complied

		<p>maintains smallholder block notes; report all progress to Operation Manager;</p> <ul style="list-style-type: none"> - "Unit K3 dan NKT" – OHS and HCV roles and responsibilities: responsible for worker's safety; provide guidance to worker related to protective equipment; takes first aid measures on work accident; preserve natural sustainability, biodiversity and maintains natural predator to oil palm's pest. - "Unit PHT dan Darurat Api" – pest and disease & fire emergency roles and responsibilities: conduct socialization on fire hazard; conduct check and inspection for location prone to fire; in case of fire – communicates with relevant authorities; conduct handling for smallholder infested with pest and disease; conduct socialization and introduction of detrimental pest/disease and noxious plant - "Unit Pengadaan Pupuk dan Saprodi" – fertilizer and agriculture production tools procurement roles and responsibilities: responsible for liquid fertilizer preparation, conduct fertilizer quality check on regular basis; to calculate cost for fertilizer and other agriculture equipment; responsible for agriculture equipment provision; <p>Internal Audit</p> <p>Chapter XV Internal Audit stated the internal auditor will perform internal audit once per year. Internal audit team comprise of "Badan Pemeriksa" and auditor – 3 persons. "Badan Pemeriksa" shall meet requirements: honest, understands administration and finance, internal audit process refers to SOP Unit Inspeksi Internal No.1/SOP-UUI/ICS-KS/II/2020.</p> <p>Internal inspector appointed as per "Surat Keputusan No.12/SK-PUII/KS/II/2020 tentang Pengangkatan Ketua dan Anggota Unit Inspeksi Internal", dated 18 February 2020. The internal inspector is Mr. Usman Simanullang, Mr. Turmuzi, Mr. Trimo Prianto.</p> <p>Training:</p>	
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		<ul style="list-style-type: none"> - Chairman - Mr. Juliono and Operation Manager - Mr. Wawan Ardian has participated in "Training of Trainer Manager Kelompok Petani Swadaya Menuju Sertifikasi Minyak Sawit Berkelanjutan RSPO, Asosiasi Amanah, Kabupaten Pelalawan, Riau" dated 16-18 July 2019. The training carried out by Fortasbi. - Chairman – Mr. Juliono joined Sekolah Lapang Kelapa Sawit dated 10 Apr 2018 by PT. Sumber Kencana Indo Palma, Unilever, Daemeter, Koltiva, and Widya Erti. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in training "Sosialisasi dan Pelatihan Prinsip dan Kriteria RSPO" Socialization RSPO P&C, dated 3 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Free Prior and Informed Consent" FPIC training, dated 24 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Nilai Konservasi Tinggi dan Pemetaan" Training HCV and mapping, dated 16, 17, 18 June 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengembangan dan Perencanaan Bisnis" Business plan and development training, dated 17 December 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Ketenagakerjaan" Training on employment requirement, dated 12 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Internal Audit" Internal Audit Training, dated 25 November 2020. Training by Widya Erti Indonesia. 	
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		<ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengarsipan dan Pendokumentasian" document and records management Training, dated 26 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Penggunaan Pestisida secara Aman dan Pengelolaannya" Training Pesticide Safe Use and Management, dated 22 November 2020. Training by Widya Erti Indonesia. • The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Gender (Kesetaraan Hak Perempuan dan Laki-laki)" Training Gender Equality, dated 24 February 2020. Training by Widya Erti Indonesia. 	
Milestone A	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun can demonstrate sufficient organization structure and manpower, knowledge (from training), procedures (manual/statute-bylaws-procedures-records) to manages and operates group certification and certification requirements.</p> <p>Organization and Structure:</p> <p>Organization established statute for organization "Anggaran Dasar" Perkumpulan Petani Sawit Swadaya Karya Serumpun", dated 4 Apr 2019. The statute indicates the organization structure comprise of "Dewan Kehormatan", "Komite Persetujuan", and Manager with reporting line from "Penyuluhan dan Pendaftaran", "Inspeksi Internal", "Pembelian dan Pemasaran". "Dewan Kehormatan" will provide council/consideration and evaluation for "Komite Persetujuan" and organization's committee.</p> <p>Chapter 10 - "Komite Persetujuan" – approval committee member appointed through general assembly. The "Komite Persetujuan" – approval committee is responsible for monitoring function the committee activity and evaluate the work programme; and will work for five (5) years since appointment.</p>	Complied

		<p>Chapter 9 - The organization's committee comprise of "Penyuluhan dan Pendaftaran", "Inspeksi Internal", "Pembelian dan Pemasaran", and will work for five (5) years since appointment.</p> <p>Organization established bylaws for organization "Anggaran Rumah Tangga" Perkumpulan Petani Sawit Swadaya Karya Serumpun", dated 24 June 2019. Chapter XI "Pembagian Tugas dan Tanggungjawab Badan Pengurus" stated the Operational Manager of the committee assisted with "Unit Penyuluh dan Pendaftaran" – counselling and registration, "Unit Inspeksi Internal" – internal inspection, "Unit Pembelian dan Pemasaran" – purchase and sales, "Unit K3 dan NKT" – OHS and HCV, "Unit PHT dan Darurat Api" – pest and disease & fire emergency, "Unit Pengadaan Pupuk dan Saprodi" – fertilizer and agriculture production tools procurement.</p> <ul style="list-style-type: none"> - Operation Manager roles and responsibilities: manage business and activity for Perkumpulan Petani Sawit Swadaya Karya Serumpun; responsible for activities of counselling and registration, internal inspection, purchase and sales, OHS & HCV, pest and disease & fire emergency, fertilizer and agriculture tools procurement; prepare working plan; prepare financial report and administration; - "Unit Penyuluh dan Pendaftaran" – counselling and registration roles and responsibilities: conduct counselling, education for smallholder's skill; prepare database and administration for registration; - "Unit Pembelian dan Pemasaran" – purchase and sales roles and responsibilities: conduct inspection on smallholder member, related to block hectarage, harvest productivity and oil palm upkeep; prepare and maintains smallholder block notes; report all progress to Operation Manager; - "Unit K3 dan NKT" – OHS and HCV roles and responsibilities: responsible for worker's safety; provide guidance to worker related to protective equipment; takes first aid measures on work accident; preserve natural 	
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		<p>sustainability, biodiversity and maintains natural predator to oil palm's pest.</p> <ul style="list-style-type: none"> - "Unit PHT dan Darurat Api" – pest and disease & fire emergency roles and responsibilities: conduct socialization on fire hazard; conduct check and inspection for location prone to fire; in case of fire – communicates with relevant authorities; conduct handling for smallholder infested with pest and disease; conduct socialization and introduction of detrimental pest/disease and noxious plant - "Unit Pengadaan Pupuk dan Saprodi" – fertilizer and agriculture production tools procurement roles and responsibilities: responsible for liquid fertilizer preparation, conduct fertilizer quality check on regular basis; to calculate cost for fertilizer and other agriculture equipment; responsible for agriculture equipment provision; <p>Working Plan</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun prepared working plan period 2019-2021, starting from training ICS financial administration, ICS training, HCV training, pest and disease training, etc.</p> <p>Internal Audit</p> <p>Chapter XV Internal Audit stated the internal auditor will perform internal audit once per year. Internal audit team comprise of "Badan Pemeriksa" and auditor – 3 persons. "Badan Pemeriksa" shall meet requirements: honest, understands administration and finance, internal audit process refers to SOP Unit Inspeksi Internal No.1/SOP-UII/ICS-KS/II/2020.</p> <p>Internal inspector appointed as per "Surat Keputusan No.12/SK-PUII/KS/II/2020 tentang Pengangkatan Ketua dan Anggota Unit Inspeksi Internal", dated 18 February 2020. The internal inspector is Mr. Usman Simanullang, Mr. Turmuzi, Mr. Trimo Prianto.</p> <p>Training:</p>	
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		<ul style="list-style-type: none"> - Chairman - Mr. Juliono and Operation Manager - Mr. Wawan Ardian has participated in "Training of Trainer Manager Kelompok Petani Swadaya Menuju Sertifikasi Minyak Sawit Berkelanjutan RSPO, Asosiasi Amanah, Kabupaten Pelalawan, Riau" dated 16-18 July 2019. The training carried out by Fortasbi. - Chairman – Mr. Juliono joined Sekolah Lapang Kelapa Sawit dated 10 Apr 2018 by PT. Sumber Kencana Indo Palma, Unilever, Daemeter, Koltiva, and Widya Erti. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in training "Sosialisasi dan Pelatihan Prinsip dan Kriteria RSPO" Socialization RSPO P&C, dated 3 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Free Prior and Informed Consent" FPIC training, dated 24 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Nilai Konservasi Tinggi dan Pemetaan" Training HCV and mapping, dated 16, 17, 18 June 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengembangan dan Perencanaan Bisnis" Business plan and development training, dated 17 December 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Ketenagakerjaan" Training on employment requirement, dated 12 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Internal Audit" Internal Audit Training, dated 25 November 2020. Training by Widya Erti Indonesia. 	
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		<ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengarsipan dan Pendokumentasian" document and records management Training, dated 26 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Penggunaan Pestisida secara Aman dan Pengelolaannya" Training Pesticide Safe Use and Management, dated 22 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Gender (Kesetaraan Hak Perempuan dan Laki-laki)" Training Gender Equality, dated 24 February 2020. Training by Widya Erti Indonesia. 	
<p>Milestone B</p>	<p>The group manager can demonstrate capacity to manage and operate group certification and certification requirements.</p>	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun can demonstrate sufficient organization structure and manpower, knowledge (from training), procedures (manual/statute-bylaws-procedures-records) to manages and operates group certification and certification requirements.</p> <p>Organization and Structure:</p> <p>Organization established statute for organization "Anggaran Dasar" Perkumpulan Petani Sawit Swadaya Karya Serumpun", dated 4 Apr 2019. The statute indicates the organization structure comprise of "Dewan Kehormatan", "Komite Persetujuan", and Manager with reporting line from "Penyuluhan dan Pendaftaran", "Inspeksi Internal", "Pembelian dan Pemasaran". "Dewan Kehormatan" will provide council/consideration and evaluation for "Komite Persetujuan" and organization's committee.</p> <p>Chapter 10 - "Komite Persetujuan" – approval committee member appointed through general assembly. The "Komite Persetujuan" – approval committee is responsible for monitoring function the committee activity and evaluate the work programme; and will work for five (5) years since appointment.</p>	<p>Complied</p>

		<p>Chapter 9 - The organization's committee comprise of "Penyuluhan dan Pendaftaran", "Inspeksi Internal", "Pembelian dan Pemasaran", and will work for five (5) years since appointment.</p> <p>Organization established bylaws for organization "Anggaran Rumah Tangga" Perkumpulan Petani Sawit Swadaya Karya Serumpun", dated 24 June 2019. Chapter XI "Pembagian Tugas dan Tanggungjawab Badan Pengurus" stated the Operational Manager of the committee assisted with "Unit Penyuluh dan Pendaftaran" – counselling and registration, "Unit Inspeksi Internal" – internal inspection, "Unit Pembelian dan Pemasaran" – purchase and sales, "Unit K3 dan NKT" – OHS and HCV, "Unit PHT dan Darurat Api" – pest and disease & fire emergency, "Unit Pengadaan Pupuk dan Saprodil" – fertilizer and agriculture production tools procurement.</p> <ul style="list-style-type: none"> - Operation Manager roles and responsibilities: manage business and activity for Perkumpulan Petani Sawit Swadaya Karya Serumpun; responsible for activities of counselling and registration, internal inspection, purchase and sales, OHS & HCV, pest and disease & fire emergency, fertilizer and agriculture tools procurement; prepare working plan; prepare financial report and administration; - "Unit Penyuluh dan Pendaftaran" – counselling and registration roles and responsibilities: conduct counselling, education for smallholder's skill; prepare database and administration for registration; - "Unit Pembelian dan Pemasaran" – purchase and sales roles and responsibilities: conduct inspection on smallholder member, related to block hectarage, harvest productivity and oil palm upkeep; prepare and maintains smallholder block notes; report all progress to Operation Manager; - "Unit K3 dan NKT" – OHS and HCV roles and responsibilities: responsible for worker's safety; provide guidance to worker related to protective equipment; takes first aid measures on work accident; preserve natural 	
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		<p>sustainability, biodiversity and maintains natural predator to oil palm's pest.</p> <ul style="list-style-type: none"> - "Unit PHT dan Darurat Api" – pest and disease & fire emergency roles and responsibilities: conduct socialization on fire hazard; conduct check and inspection for location prone to fire; in case of fire – communicates with relevant authorities; conduct handling for smallholder infested with pest and disease; conduct socialization and introduction of detrimental pest/disease and noxious plant - "Unit Pengadaan Pupuk dan Saprodi" – fertilizer and agriculture production tools procurement roles and responsibilities: responsible for liquid fertilizer preparation, conduct fertilizer quality check on regular basis; to calculate cost for fertilizer and other agriculture equipment; responsible for agriculture equipment provision; <p>Working Plan</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun prepared working plan period 2019-2021, starting from training ICS financial administration, ICS training, HCV training, pest and disease training, etc.</p> <p>Internal Audit</p> <p>Chapter XV Internal Audit stated the internal auditor will perform internal audit once per year. Internal audit team comprise of "Badan Pemeriksa" and auditor – 3 persons. "Badan Pemeriksa" shall meet requirements: honest, understands administration and finance, internal audit process refers to SOP Unit Inspeksi Internal No.1/SOP-UII/ICS-KS/II/2020.</p> <p>Internal inspector appointed as per "Surat Keputusan No.12/SK-PUII/KS/II/2020 tentang Pengangkatan Ketua dan Anggota Unit Inspeksi Internal", dated 18 February 2020. The internal inspector is Mr. Usman Simanullang, Mr. Turmuzi, Mr. Trimo Prianto.</p> <p>Training:</p>	
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		<ul style="list-style-type: none"> - Chairman - Mr. Juliono and Operation Manager - Mr. Wawan Ardian has participated in "Training of Trainer Manager Kelompok Petani Swadaya Menuju Sertifikasi Minyak Sawit Berkelanjutan RSPO, Asosiasi Amanah, Kabupaten Pelalawan, Riau" dated 16-18 July 2019. The training carried out by Fortasbi. - Chairman – Mr. Juliono joined Sekolah Lapang Kelapa Sawit dated 10 Apr 2018 by PT. Sumber Kencana Indo Palma, Unilever, Daemeter, Koltiva, and Widya Erti. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in training "Sosialisasi dan Pelatihan Prinsip dan Kriteria RSPO" Socialization RSPO P&C, dated 3 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Free Prior and Informed Consent"FPIC training, dated 24 February 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Nilai Konservasi Tinggi dan Pemetaan" Training HCV and mapping, dated 16, 17, 18 June 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengembangan dan Perencanaan Bisnis" Business plan and development training, dated 17 December 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Ketenagakerjaan" Training on employment requirement, dated 12 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Internal Audit" Internal Audit Training, dated 25 November 2020. Training by Widya Erti Indonesia. 	
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		<ul style="list-style-type: none"> - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Pengarsipan dan Pendokumentasian" document and records management Training, dated 26 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Penggunaan Pesticida secara Aman dan Pengelolaannya" Training Pesticide Safe Use and Management, dated 22 November 2020. Training by Widya Erti Indonesia. - The ICS of Perkumpulan Petani Sawit Swadaya Karya Serumpun participated in "Pelatihan Gender (Kesetaraan Hak Perempuan dan Laki-laki)" Training Gender Equality, dated 24 February 2020. Training by Widya Erti Indonesia. 	
A.2.3			
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.	<p>Group PPSS Karya Serumpun has determined the 2020/2021 Training Plan program as follows:</p> <ul style="list-style-type: none"> - ICS Financial Administration training, - ICS training, - HCV training, - RSPO P & C training, - IPM training, - OHS training, - Fire emergency response training - Smallholder group reinforcement training - Smallholder group administration training <p>The training plan has been done, evidence of training can be shown during audit. Minutes of training and attendance list are available during audit.</p>	Complied

<p>Milestone A</p>	<p>The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.</p>	<p>The Group manager has implements a phased approach to ensure members have progressively attended training on the ISH Standard and other topics as outlined in the ISH Standard.</p> <p>Group PPSS Karya Serumpun has determined the 2020/2021 Training Plan program as follows:</p> <ul style="list-style-type: none"> - ICS Financial Administration training, - ICS training, - HCV training, - RSPO P & C training, - IPM training, - OHS training, - Fire emergency response training - Smallholder group reinforcement training - Smallholder group administration training <p>Smallholder member are aware and have follow the training program of PPSS Karya Serumpun. Evidence of training can be shown during audit. Minutes of training and attendance list are available during audit.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.</p>	<p>All member smallholder has attended the training of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operation. Evidence of series training can be demonstrated during audit, sample seen:</p> <ul style="list-style-type: none"> - Training Good Agriculture Practices 2 January - 10 February 2020, attend by all members. - Pesticide handling training dated 6, 20, 22, 27 November; 1, 13, 15, 28 December 2020 attend by all smallholder member. - Training HCV dated 16 - 18 June, 4 - 29 November and 1 - 14 	<p>Complied</p>

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		<p>December 2020, attend by all members,</p> <ul style="list-style-type: none"> - Fire prevention and mitigation training dated 30 June, 1 – 25 July 2020, attend by all members. - Training waste management dated 22 october, 6, 20, 23, 27 November and 12, 13, 15 December; attend by all members. - Training SOP dated 16 – 26 February, 4 - 28 March 2020, attend by all members. <p>Evidence of training can be shown during audit. Minutes of training and attendance list are available during audit.</p> <p>Smallholder member through head of smallholder group has signed the commitment of environmental protection as per "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup (SPPL) which has been known and approved by the environmental office Indragiri Hulu Regency. Sample seen:</p> <ul style="list-style-type: none"> - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/32 – dated October 2020, signed by Sulaiman for Kelompok Tani Sejahtera. The area of oil palm plantation 20.3 Ha, comprise of 13 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/15 – dated 27 October 2020, signed by Tohirin for Kelompok Tani Harapan Jaya. The area of oil palm plantation 18 Ha, comprise of 10 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/16 – dated 27 October 2020, signed by Salamun for Kelompok Tani Sidodadi. The area of oil palm plantation 18 Ha, comprise of 13 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/02 – dated 27 October 2020, signed by Sudarman for Kelompok Tani Jaya Tani. The area of oil palm plantation 15.5 Ha, comprise of 11 land parcels. 	
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		<ul style="list-style-type: none"> - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/12 – dated 27 October 2020, signed by Sunarko for Kelompok Tani Sawit Mandiri. The area of oil palm plantation 15.1 Ha, comprise of 11 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/10 – dated 27 October 2020, signed by Ismanto for Kelompok Tani Gansal Makmur. The area of oil palm plantation 14.2 Ha, comprise of 11 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/09 – dated 27 October 2020, signed by Yetno for Kelompok Tani Mekar Makmur. The area of oil palm plantation 17.6 Ha, comprise of 10 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/01 – dated 27 October 2020, signed by Yetno for Kelompok Tani Mekar Makmur. The area of oil palm plantation 16.2 Ha, comprise of 10 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/05 – dated 27 October 2020, signed by Yetno for Kelompok Tani Mekar Makmur. The area of oil palm plantation 19.2 Ha, comprise of 13 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/17 – dated 27 October 2020, signed by Salamun for Kelompok Tani Sidodadi. The area of oil palm plantation 12.4 Ha, comprise of 12 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/18 – dated 27 October 2020, signed by Salamun for Kelompok Tani Sidodadi. The area of oil palm plantation 15.7 Ha, comprise of 12 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/19 – dated 27 October 2020, signed by Salamun for Kelompok Tani Sidodadi. The area of oil palm plantation 17.2 Ha, comprise of 11 land parcels. 	
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		<ul style="list-style-type: none"> - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/08 – dated 27 October 2020, signed by Yetno for Kelompok Tani Mekar Makmur. The area of oil palm plantation 15.8 Ha, comprise of 9 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/14 – dated 27 October 2020, signed by Yetno for Kelompok Tani Harapan Jaya. The area of oil palm plantation 12.6 Ha, comprise of 10 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/11 – dated 27 October 2020, signed by Sunarko for Kelompok Tani Sawit Mandiri. The area of oil palm plantation 18.1 Ha, comprise of 12 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/33 – dated 27 October 2020, signed by Usman Simanullang for Kelompok Tani Sekuyam Jaya. The area of oil palm plantation 17.1 Ha, comprise of 10 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/21 – dated 27 October 2020, signed by Yusup for Kelompok Tani Maju Jaya I. The area of oil palm plantation 24.4 Ha, comprise of 13 land parcels. - "Surat Pernyataan Kesanggupan Pengelolaan dan Pemantauan Lingkungan Hidup No.660/DLH/SPPL/X/2020/07 – dated 27 October 2020, signed by Totok Sujarto for Kelompok Tani Sri Rezeki II. The area of oil palm plantation 14.1 Ha, comprise of 11 land parcels. 	
B – ICS: Policies and management			
B.1 The group Internal Control System contains documented policies and procedures for operational management.			
B.1.1			
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions	PPSS Karya Serumpun has established an ICS implementation mechanism based on Procedure:	Non-compliance

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	<p>for members who fail to comply, and a procedure to conduct internal audits</p>	<ul style="list-style-type: none"> - SOP Bergabung dan Keluar dalam keanggotaan, SOP No: 03/SOP-BKK/ICS-KS/X/2019 dated 24 october 2019. - SOP Pendaftaran Anggota, SOP No: 02/SOP-UPPA/ICS-KS/X/2019 dated 24 october 2019. - SOP Penyuluhan, SOP No: 01/SOP-UPP/ICS-KS/X/2019 dated 24 october 2019. - SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. - SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019. <p>Procedures of expulsion and sanctions for members who fail to comply are available in SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019 and AD ART PPSS Karya Serumpun. The SOP and ADART regulates the type of sanction and type of violation by member which may lead to sanction/expulsion:</p> <ul style="list-style-type: none"> - Sanction given in the form of verbal and written by Komite Persetujuan and record in document of "Berita Acara" <p>In AD ART stated that the sanction is given if there is a violation of: Defamation of the organization's reputation, not taking care of the plantation, committing serious violations according to the SOP, not paying the principal savings.</p> <p>The procedures has been socialized to farmers and workers on 16 – 26 February, 4 - 28 March 2020.</p> <p>Procedure to conduct Internal audit present in SOP Audit Internal, SOP No: 14/SOP-AI/ICS-KS/X/2019, dated 24 October 2019. Internal audit conducted once a year for all smallholder member.</p> <p>Audit programme has been determined by ICS as per "Rencana Kerja Audit Internal Periode 2020 - 2022". Audit internal 2020 has been conducted</p>	
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		<p>since March – December 2020; Internal audit 2021 are planed and conducted on July – December 2021.</p> <p>Based on field visits to smallholder plots and interview, that farmers have been able to explain the PPSS Karya Serumpun work programme including training plans, internal audits, replanting plans and others.</p> <p>Non conformity raised during audit:</p> <p>PPSS Karya Serumpun has a Procedures of expulsion and sanctions for members who fail to comply are available in SOP Pemberian Peringatan dan Sanksi, SOP No: 04/SOP-PB/ICS-KS/X/2019, dated 24 October 2019, however the procedure has not specify or define the type of violation (what is fail to comply) and details of sanction for the violation (fail to comply).</p>	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	<p>Audit programme has been determined by ICS as per "Rencana Kerja Audit Internal Periode 2020 - 2022". Audit internal 2020 has been conducted since March – December 2020; Internal audit 2021 are planed and conducted on July – December 2021.</p>	Non-compliance
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	<p>Latest internal audit has been done on July – December 2021 for all members. Report of internal audit are available as per "Form Observasi Internal Audit". Report of internal audit has been verified during audit. Based on "Laporan Audit</p> <p>Compliance status against requirement of RSPO Independent Smallholder Standard 2019 are available in the "Form Observasi Internal Audit" report. Any findings in the report audit has been follow up.</p> <p>Non conformity raised during audit:</p> <p>There is no evidence that Findings during internal audit/observation has been resolved. Sample seen:</p> <ul style="list-style-type: none"> - Ahmad Sobari, 10 August 2020 – Gangsal Makmur: Field condition out of control, unpicked loose fruit found 	Non-compliance

		<ul style="list-style-type: none"> - Basri syamsi sohan, 10 August 2020 – Gangsal Makmur: Field condition out of control, the condition of the path is not good - Defi Aprian, 10 August 2020 – Gangsal Makmur: Field condition blanket spraying - Ismanto, 11 August 2020 – Gangsal Makmur: Circle out of control - Maskur, 12 August 2020 – Gangsal Makmur: Field condition blanket spraying 	
B.1.2			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	PPSS Karya Serumpun has been recorded all plantations information including production data for each farmer per month, legality documents (copy of SHM and SKT/SKTC documents) and a copy of the declaration of farmer membership in the PPSS Karya Serumpun office, which includes: no. Farmer ID (KTP), date of birth, address, total area and membership number, oil palm number, soil type, planting year, coordinate, FFB production/ha. Example of basic information and a declaration for a Smallholder (Pekebun/Petani) statement: <ol style="list-style-type: none"> 1. Surat Pernyataan on behalf Misnan; ID number 101013; dated 23 December 2020, date of birth 13/07/1988, gender: male; address: Ringin Village; SHM Certificate No. 00228 dated 26 Sept 2018 covering an area of 2.12 Ha, SHM Certificate No. 00245 dated 26 Sept 2018 covering an area of 2.00 Ha, SHM Certificate No. 00249 dated 26 Sept 2018 covering an area of 1.06 Ha; year planting 2012; oil palm number 806. FFB production Jan – June 2021 was 54,711 kg. 2. Surat Pernyataan on behalf Lita Ega Nofrila; ID number 101012; dated 21 December 2020, date of birth 13/11/1995, gender: female; address: Ringin Village; Land Title: SKT Number 65/SP/593.31/III/2020 	Complied
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Complied
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		Complied

		<p>covering area 0.6 ha; year planting 2004; oil palm number 78; FFB production Jan – June 2021 was 6,713 kg.</p> <p>3. Surat Pernyataan on behalf Ismanto; ID number 201004; dated 7 December 2020, date of birth 11/11/1973, gender: male; address: Seberida Village; Land Title: SHM Certificate No. 00288 dated 8 oct 2018 covering area 1.69 ha; SHM Certificate No. 00282 dated 8 oct 2018 covering area 1.69 ha year planting 2005; oil palm number 442; FFB production Jan – June 2021 was 36,899 kg.</p> <p>4. Surat Pernyataan on behalf Hardi; ID number 101009; dated 15 December 2020, date of birth 05/10/1988, gender: male; address: Ringin Village; Land Title: SKT No. 122/SP/593.31/I/2021 covering area 2.00 ha; year planting 2007; oil palm number 350; FFB production Jan – June 2021 was 21,626 kg.</p>	
C – ICS: Group Business planning			
C.1 The group has a Business Plan prepared with the participation and contributions of all group members			
C.1.1			
Eligibility	<p>An annual group business plan is available, which includes</p> <ul style="list-style-type: none"> • Production and income forecasting based on historical records • Plans for expansion 	<p>PPSS Karya Serumpun has establish the annual group business plan year 2020 and 2021. The annual group business plan covering the FFB production estimation.</p> <p>Non-Conformity raised during audit: Based on document review it was known that the annual group business plan is not sufficient, such as not mentioned related the production and income forecasting based on historical records.</p>	Non-compliance
Milestone A	The group business plan is implemented and reviewed at least annually.	<p>PPSS Karya Serumpun has establish the annual group business plan year 2020 and 2021.</p> <p>Non conformity during audit:</p>	Non-compliance

		Annual group business plan regarding Production and income forecasting did not reviewed at least annually as mentioned in the Rapat Anggota Tahunan (RAT) Report on 30 January 2021.	
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	<p>Karya Serumpun has demonstrated financial stability and growth, and is able to support itself financially, for examples:</p> <p>a. Continuity of ICS program, e.g.: implementation of manuring, installing of land boundaries stakes with permanent stakes, spraying and training/development program, coordination to the local government/DISBUN regarding STDB issuances and comparative studies regarding the RISS 2019, build FFB sales network to factories in Batang Gansal and Seberida Sub District, managing hazardous waste from members by collecting it in Farmer Group (Kelompok Tani) and then send it to mill of PT. SKIP as per Agreement Letter between PT SKIP (Sumber Kencana Indopalma) and PPSSKS dated 1 September 2020, and facilitate member's land status from SKT (<i>Surat Kepemilikan Lahan</i>) to SHM (<i>Sertifikat Hak Milik</i>).</p> <p>b. Progress development the facilities or infrastructure for the ICS and smallholder member, such as road maintenance and hardening, warehouse facilities, temporary hazardous waste storage.</p> <p>c. The increasing standard of living of the farmer members.</p>	Complied
C.2 The ICS of the group is integrated with the group's management plan.			
C.2.1			
Eligibility	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> • Training/capacity building plans to improve productivity of group members. • An approach to strengthen links within the supply chain. • Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any. 	<p>Group Manager has prepared the relevant training program to improve productivity of group members, as in "Timeline Kegiatan Refresh Pelatihan Petani Tahun 2020-2021" including best management practices, OHS, ERP, Basic Fire, capacity building on record keeping for production, including inputs and yields, transactions, and variety. Based on document verification obtained information of the latest training that has held as follows:</p>	Complied

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		<ul style="list-style-type: none"> - Training related to RSPO Independent Smallholder Standard and FPIC Interpretation on 15, 20, 22, 23, 26 and 29 June 2020 at Pangkalan Kasai, Simbul, Klesa, Sungai Akar and Ringin Village attended by 193 members. - Training related to Standar Operating Procedure on 21 March 2020 at Ringin Village attended by 29 members, on 24 February 2020 at Sungai Akar Village attended by 43 members, on 6 March 2020 at Pangkalan Kasai Village attended by 77 members, and 28 March 2020 at Seberida Village attended by 19 members. - Training related to Business Plan on 9 March 2021 at Seberida Village attended by 19 members, on 10 March 2021 at Ringin and Sungai Akar Village attended by 72 members, and on 13 March 2021 at Pangkalan Kasai Village attended by 29 members. - Training related to Financial Literacy to improve the welfare of members in managing finances on 4 September 2020 at Pangkalan Kasai attended by 77 members, on 15 November 2020 at Sungai Akar Village attended by 43 members, and on 26 December 2020 at Ringin Village attended by 29 members. - Training related to good agricultural practises including Integrated pest management (IPM) on 1 February 2020 at Ringin Village attended by 29 members, on 10 February 2020 at Sungai Akar Village attended by 43 members, and on 24 January 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to occupational health and safety on 23 October 2020 at Ringin Village attended by 29 members, on 19 October 2020 at Sungai Akar Village attended by 43 members, and on 30 October 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to internal audit on 24 February 2021 at Ringin Village and Sungai Akar Village attended by 72 members, and on 27 February 2021 at Pangkalan Kasai Village attended by 29 members. 	
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		<ul style="list-style-type: none"> - Training related complaint and grievance on 24 March 2021 at Ringin Village attended by 29 members, on 29 March 2021 at Pangkalan Kasai attended by 73 members and on 5 Apr 2021 at Sungai Akar Village attended by 18 members. - Training related Pesticides Handling on 23 November 2020 at Ringin Village attended by 29 members, on 13 December 2020 at Sungai Akar Village attended by 43 members and on 28 December 2020 at Pangkalan Kasai Village attended by 77 members. - Training related to domestic waste management on 23 November 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 13 December 2020 at Sungai Akar Village attended by 43 members. <p>Training related to gender equality on 8 December 2020 at Ringin Village attended by 29 members, on 12 December 2020 at Pangkalan Kasai Village attended by 77 members and on 27 December 2020 at Sungai Akar Village attended by 43 members.</p>	
Milestone A	The group management plan is implemented and reviewed at least annually.	<p>Annual Group Meeting was conducted regularly, last meeting was carried out on 30 January 2021. The meeting was attended by 24 representative of smallholder member.</p> <p>Annual group meeting has discussed the following:</p> <ul style="list-style-type: none"> - Develop PPSS Karya Serumpun Training in 2021. - Installing of land boundaries stakes with permanent stakes. - Installing of ID members at member’s plot. - Installing of warning board related HCV, zero burning. - Installing of owl cage in plot of members. - Distributing B3 waste bins to the Group Farmers. - Conduct comparative studies related RISS 2019. - Registered the ICS Team in the Accident Insurance/<i>BPJS</i> 	Complied

		<p><i>Ketenagakerjaan.</i></p> <p>Coordination to the DISBUN of Indragiri Hulu Regency regarding the process of STDB (<i>Surat Tanda Daftar Budidaya</i>).</p>																												
Milestone B	The group manager demonstrates the group’s compliance with this ISH Standard.	<p>Karya Serumpun has appointed Wawan Ardian is the person in charge for the continuous improvement in key operations including to ensure the compliance with ISH standards. The group management plan being monitored by Group Manager.</p> <p>Based on interview with person in charge of Group Manger stated that have the program for Internal Inspection to ensure compliance with ISH standard. Also, Karya Serumpun has prepared the annual training program to refresh the understanding of ISH requirement. The Group Manager demonstrates compliance of Karya Serumpun with this Independent Smallholder Standard.</p>	Complied																											
D – ICS: Group trading system for certified volumes																														
D.1 The group has a procedure and system in place for the tracking of FFB.																														
D.1.1																														
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	<p>The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun has not certified, hence has not sold RSPO certified FFB or claim credit.</p> <table border="1"> <thead> <tr> <th rowspan="2">Smallholder Group</th> <th colspan="6">2021 Production and Sales (MT)*</th> </tr> <tr> <th>Jan</th> <th>Feb</th> <th>Mar</th> <th>Apr</th> <th>May</th> <th>Jun</th> </tr> </thead> <tbody> <tr> <td>KT Mekar Makmur</td> <td>102.34</td> <td>101.74</td> <td>102.56</td> <td>106.75</td> <td>108.65</td> <td>109.76</td> </tr> <tr> <td>KT Gangsal Makmur</td> <td>26.90</td> <td>26.95</td> <td>27.07</td> <td>27.28</td> <td>27.42</td> <td>28.19</td> </tr> </tbody> </table>	Smallholder Group	2021 Production and Sales (MT)*						Jan	Feb	Mar	Apr	May	Jun	KT Mekar Makmur	102.34	101.74	102.56	106.75	108.65	109.76	KT Gangsal Makmur	26.90	26.95	27.07	27.28	27.42	28.19	Complied
Smallholder Group	2021 Production and Sales (MT)*																													
	Jan	Feb	Mar	Apr	May	Jun																								
KT Mekar Makmur	102.34	101.74	102.56	106.75	108.65	109.76																								
KT Gangsal Makmur	26.90	26.95	27.07	27.28	27.42	28.19																								

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		KT Sawit Mandiri	43.50	43.41	43.76	43.96	44.31	45.16		
		KT Harapan Jaya	83.91	82.60	84.52	84.99	88.55	90.77		
		KT Sidodadi	99.20	99.37	100.61	104.14	99.20	99.84		
		KT Jaya Tani	42.37	42.37	42.59	42.69	41.59	43.39		
		KT Sri Rejeki	30.34	29.92	30.76	30.87	31.03	31.03		
		KT Sekuyam jaya	99.37	98.84	99.27	97.67	99.99	99.98		
		KT Maju Jaya	293.97	294.56	296.28	293.64	296.86	299.73		
		KT Sejahtera	74.02	73.54	74.23	74.82	70.93	74.65		
		*) sold as non-certified								
Milestone A	Group manager maintains annual production records and sales of certified volumes.	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document related to roles and responsibilities of "Ketua Komite Persetujuan", point I stated Ketua Komite Persetujuan will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document related to roles and responsibilities of "Manager", point I stated Manager</p>								Complied

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		<p>will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>RSPO PalmTrace ID for Perkumpulan Petani Sawit Swadaya Karya Serumpun RSPO_PO1000012663.</p> <p>The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun using record FFB production per smallholder member per month. This monthly FFB production data collected by "Kelompok Tani". The monthly FFB production data from Kelompok Tani summarized by Group Manager team.</p> <p>The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	
Milestone B	Group Manager maintains annual production records and sales of certified volumes of all FFB sources.	<p>The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun using record FFB production per smallholder member per month. This monthly FFB production data collected by "Kelompok Tani". The monthly FFB production data from Kelompok Tani summarized by Group Manager team.</p> <p>Sampled Harvest Notes:</p> <ul style="list-style-type: none"> - Harvest note Misman (ID 701038) dated 11 August 2021: production weigh 650 kg x FFB price Rp. 2,280/kg = total FFB payment Rp. 1,482,000. <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun prepared a record of FFB production from some group member selling their FFB to PT. Sumber Kencana Indo Palma POM.</p> <p>Sample:</p> <ul style="list-style-type: none"> - Laporan Suplay TBS Kerjasama dengan PT. Sumber Kencana Indo Palma POM – January 2021; FFB weight 142,156 kg; sourced from 32 group members. 	Complied

		<ul style="list-style-type: none"> - Laporan Suplay TBS Kerjasama dengan PT. Sumber Kencana Indo Palma POM – February 2021; FFB weight 117,961 kg; sourced from 39 group members. - Laporan Suplay TBS Kerjasama dengan PT. Sumber Kencana Indo Palma POM – March 2021; FFB weight 159,100 kg; sourced from 37 group members. - Laporan Suplay TBS Kerjasama dengan PT. Sumber Kencana Indo Palma POM – Apr 2021; FFB weight 292,837 kg; sourced from 50 group members. - Laporan Suplay TBS Kerjasama dengan PT. Sumber Kencana Indo Palma POM – May 2021; FFB weight 319,669 kg; sourced from 49 group members. <p>The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	
D.2 The group documents and implements a system for the tracking of FFB			
D.2.1			
Eligibility	Not Applicable	Not Applicable	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document related to roles and responsibilities of “Ketua Komite Persetujuan”, point I stated Ketua Komite Persetujuan will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document related to roles and responsibilities of “Manager”, point I stated Manager will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>RSPO PalmTrace ID for Perkumpulan Petani Sawit Swadaya Karya Serumpun RSPO_PO1000012663.</p>	Complied

		Group manager maintains annual production data and sales of FFB (sold as non-certified). Group manager has not equipped with annual production data and sales of certified volumes through Book and Claims – because the organization has not certified.	
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document related to roles and responsibilities of “Ketua Komite Persetujuan”, point I stated Ketua Komite Persetujuan will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>Perkumpulan Petani Sawit Swadaya Karya Serumpun established document related to roles and responsibilities of “Manager”, point I stated Manager will carried out sales of RSPO-certified product, after communicating with group member.</p> <p>RSPO PalmTrace ID for Perkumpulan Petani Sawit Swadaya Karya Serumpun RSPO_PO1000012663.</p> <p>Group manager maintains annual production data and sales of FFB (sold as non-certified). Group manager has not equipped with annual production data and sales of certified volumes through Book and Claims – because the organization has not certified.</p> <p>The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun has not certified, hence has not sold RSPO certified FFB or claim credit.</p>	Complied
D.3 The group has a procedure and system for premium distribution.			
D.3.1			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid	<p>Perkumpulan Petani Sawit Swadaya Karya Serumpun has established “Standar Operasional Prosedur Penerimaan dan Penggunaan Dana Premium No.32/SOP-PPDP/ICS-KS/2019” based on meeting smallholder group and ICS dated 24 October 2019 stated:</p> <ul style="list-style-type: none"> - All income and cost rom premium sharing will be communicated in financial report and communicated to all group member 	Non-compliance

	in a timely and convenient manner.	<ul style="list-style-type: none"> - The fund from certification sales goes into account of Perkumpulan Petani Sawit Swadaya Karya Serumpun - Premium sharing distributed for - 25% from sales allocated for surveillance assessment year 2 - 25% from sales allocated for cash: 9% for management fee (ICS funding and capacity building), 9% for administrative tools, 3% for contribution to upkeep/repair of harvesting path, 0.5% for CSR, 0.5% for RSPO signboards, 3% for new member recruitment. - 50% from sales allocated for 20% asset provision, 30% for development of working capital to encourage business improvement. <p>Nonconformity raised during audit: Perkumpulan Petani Sawit Swadaya Karya Serumpun have established SOP on how the premiums should be used but have not communicated agreement to the group members.</p>	
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	The organization Perkumpulan Petani Sawit Swadaya Karya Serumpun has not certified, hence has not received premiums.	Not Applicable
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	<ul style="list-style-type: none"> • Not applicable. 	Not Applicable

Appendix B: GHG Reporting Executive Summary

N/A (Not Applicable)

Appendix C: Location Map of Certification Unit and Supply bases



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PETA LOKASI
PERKUMPULAN PETANI SAWIT SWADAYA
KARYA SERUMPUN

Alamat: Talikawat RT 003 RW 002
Desa Ringin, Kecamatan Batang Gansal,
Provinsi Riau

LEGENDA

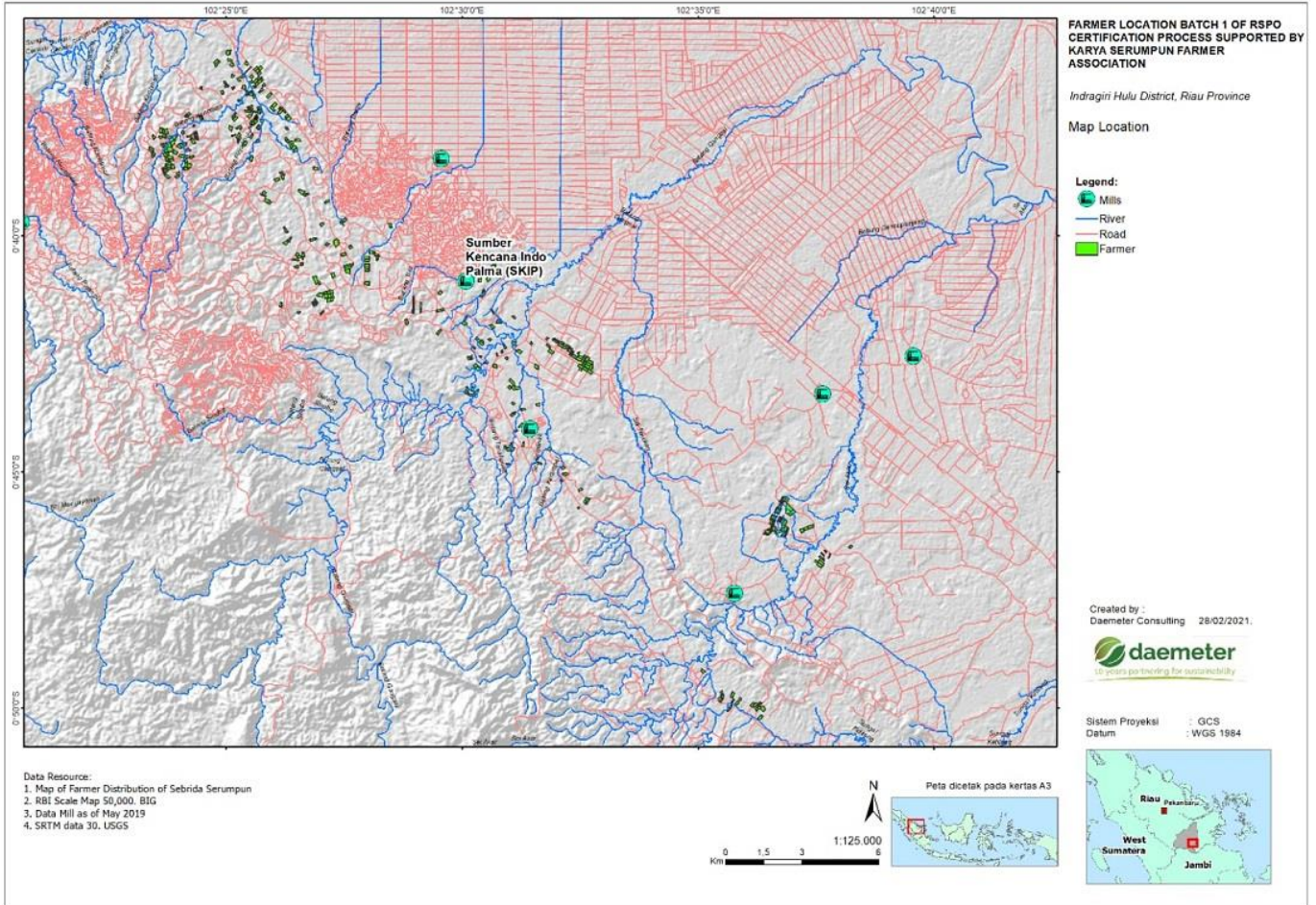
Lokasi Kantor : ●
Batas Provinsi : —
Sungai : —
Laut : —
Daratan : —

KOORDINAT

LONGITUDE (X) : 102.503495
LANGTITUDE (Y) : -0.706664



Appendix D: Estate Field Map



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Appendix E: List of Smallholder Registered and sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining
			Latitude	Longitude	Total Certified Area	Planted Area		
1	ALHAM SUTARTONO	Ringin	0° 41' 43.037" S	102° 31' 6.065" E	0.80	0.80	15.36	20 Mar 2020
2	ALIF AMJAYA (a)	Ringin	0° 40' 20.811" S	102° 28' 5.733" E	1.40	1.40	26.88	20 Mar 2020
	ALIF AMJAYA (b)	Ringin	0° 43' 21.303" S	102° 30' 12.309" E	1.50	1.50	28.80	
	ALIF AMJAYA (c)	Ringin	0° 43' 15.260" S	102° 30' 6.928" E	1.30	1.30	24.96	
3	ASMADI	Ringin	0° 42' 9.028" S	102° 30' 23.270" E	1.00	1.00	19.20	20 Mar 2020
4	BOIMIN BW (a)	Ringin	0° 41' 50.690" S	102° 30' 2.914" E	1.70	1.70	32.64	25 Feb 2020
	BOIMIN BW (b)	Ringin	0° 41' 45.236" S	102° 30' 4.650" E	1.40	1.40	26.88	
5	DEDI HERDIANTO	Ringin	0° 42' 33.315" S	102° 30' 23.717" E	0.50	0.50	9.60	19 Mar 2020
6	DESIMAWATI (a)	Ringin	0° 42' 35.334" S	102° 30' 12.573" E	0.50	0.50	9.60	05 Apr 2020
	DESIMAWATI (b)	Ringin	0° 42' 34.265" S	102° 30' 11.545" E	0.50	0.50	9.60	
7	EDI SURIADI *)	Ringin	0° 42' 11.759" S	102° 30' 20.501" E	2.00	2.00	38.40	20 Mar 2020
8	EPIWALDI	Ringin	0° 41' 47.734" S	102° 30' 46.580" E	1.80	1.80	34.56	19 Apr 2020
9	HARDI *)	Ringin	0° 42' 16.664" S	102° 30' 24.793" E	2.00	2.00	38.40	20 Mar 2020
10	HERWAN	Ringin	0° 40' 41.524" S	102° 30' 38.115" E	2.00	2.00	38.40	20 Mar 2020
11	JULIANAYANTI	Ringin	0° 42' 1.854" S	102° 29' 30.654" E	1.70	1.70	32.64	14 Apr 2020
12	LITA IGA NOFRILLA	Ringin	0° 42' 41.144" S	102° 30' 30.082" E	0.60	0.60	11.52	14 Apr 2020
13	MISNAN (a)	Ringin	0° 41' 0.173" S	102° 27' 59.727" E	2.10	2.10	40.32	20 Mar 2020
	MISNAN (b)	Ringin	0° 40' 27.298" S	102° 27' 59.294" E	2.00	2.00	38.40	
	MISNAN (c)	Ringin	0° 40' 57.557" S	102° 27' 59.754" E	1.00	1.00	19.20	
14	MUHAMMAD IDRUS	Ringin	0° 42' 13.501" S	102° 30' 26.046" E	1.00	1.00	19.20	20 Mar 2020
15	NOFINDRA BAKTI *)	Ringin	0° 41' 48.879" S	102° 30' 48.808" E	0.90	0.90	17.28	14 Mar 2020
16	RASNATA	Ringin	0° 42' 35.059" S	102° 30' 8.963" E	0.70	0.70	13.44	17 Mar 2020
17	RIO YUSGIANTO	Ringin	0° 42' 21.898" S	102° 30' 16.061" E	0.60	0.60	11.52	17 Apr 2020
18	RIZKI MANTARI (a)	Ringin	0° 40' 22.564" S	102° 28' 11.148" E	1.90	1.90	36.48	17 Apr 2020
	RIZKI MANTARI (b)	Ringin	0° 43' 17.755" S	102° 30' 10.986" E	1.80	1.80	34.56	
19	ROPIDA (a) *)	Ringin	0° 42' 48.241" S	102° 30' 20.782" E	1.60	1.60	30.72	20 Mar 2020
	ROPIDA (b) *)	Ringin	0° 40' 40.624" S	102° 27' 59.625" E	1.90	1.07	36.48	
20	SAPARUDIN HR	Ringin	0° 41' 55.502" S	102° 30' 38.678" E	1.70	1.70	32.64	17 Apr 2020
21	SARNO (a)	Ringin	0° 41' 11.943" S	102° 29' 32.499" E	2.00	2.00	38.40	14 Apr 2020
	SARNO (b)	Ringin	0° 40' 46.063" S	102° 30' 40.300" E	1.00	1.00	19.20	
22	SUNANIK	Ringin	0° 40' 24.438" S	102° 28' 15.190" E	1.70	1.70	32.64	18 Apr 2021
23	SUNARTO (a)	Ringin	0° 40' 27.341" S	102° 28' 12.989" E	1.00	1.00	19.20	19 Apr 2020
	SUNARTO (b)	Ringin	0° 40' 23.193" S	102° 28' 16.995" E	1.90	1.70	32.64	
24	SUROSOS (a) *)	Ringin	0° 40' 30.996" S	102° 27' 59.596" E	2.00	2.00	38.40	20 Mar 2020
	SUROSOS (b) *)	Ringin	0° 40' 43.480" S	102° 27' 59.751" E	1.50	1.50	28.80	
	SUROSOS (c)	Ringin	0° 40' 37.299" S	102° 27' 59.603" E	2.00	2.00	38.40	
	SUROSOS (d)	Ringin	0° 40' 54.619" S	102° 30' 33.516" E	2.00	2.00	38.40	

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	SUROSOS (e)	Ringin	0° 42' 45.151" S	102° 30' 17.807" E	1.90	1.63	36.48	
	SUROSOS (f)	Ringin	0° 43' 21.120" S	102° 30' 16.950" E	1.60	1.60	30.72	
	SUROSOS (g)	Ringin	0° 43' 18.410" S	102° 30' 18.828" E	1.30	1.30	24.96	
	SUROSOS (h)	Ringin	0° 43' 14.573" S	102° 30' 14.001" E	1.60	1.60	30.72	
25	SUTRISNO	Ringin	0° 40' 49.615" S	102° 30' 40.607" E	1.00	1.00	19.20	20 Apr 2020
26	SUWARNO (a)	Ringin	0° 40' 51.509" S	102° 30' 22.471" E	2.00	2.00	38.40	19 Apr 2020
	SUWARNO (b)	Ringin	0° 40' 56.846" S	102° 30' 22.964" E	1.50	1.50	28.80	
27	UMI ISTIQOMAH	Ringin	0° 42' 11.646" S	102° 30' 35.637" E	0.60	0.60	11.52	19 Apr 2020
28	WARDI	Ringin	0° 41' 36.250" S	102° 30' 39.209" E	1.40	1.40	26.88	19 Apr 2020
29	YITNO *)	Ringin	0° 40' 38.513" S	102° 30' 39.582" E	0.70	0.70	13.44	20 Apr 2020
30	AKHMAD SOBARI	Seberida	0° 42' 35.513" S	102° 30' 57.034" E	1.00	1.00	19.20	07 Mar 2020
31	BASRI SYAMSI SOHAN	Seberida	0° 43' 12.640" S	102° 31' 0.378" E	1.00	1.00	19.20	06 Mar 2020
32	DEFI APRIANI	Seberida	0° 42' 40.765" S	102° 32' 36.350" E	0.90	0.90	17.28	17 Mar 2020
33	ISMANTO (a) *)	Seberida	0° 41' 10.456" S	102° 30' 28.105" E	1.70	1.70	32.64	03 Mar 2020
	ISMANTO (b) *)	Seberida	0° 41' 14.155" S	102° 30' 26.787" E	1.70	1.70	32.64	
34	ISWANTO	Seberida	0° 42' 30.779" S	102° 30' 44.913" E	0.50	0.50	9.60	28 Feb 2020
35	MASKUR	Seberida	0° 43' 46.784" S	102° 31' 4.108" E	1.30	1.30	24.96	07 Mar 2020
36	RUMIATI	Seberida	0° 43' 5.684" S	102° 31' 2.966" E	2.00	2.00	38.40	20 Mar 2020
37	SATARDI	Seberida	0° 43' 34.004" S	102° 31' 36.726" E	1.00	1.00	19.20	10 Mar 2020
38	SUGIANTO	Seberida	0° 42' 26.608" S	102° 31' 13.154" E	2.00	2.00	38.40	20 Mar 2020
39	SUKOSO	Seberida	0° 42' 26.917" S	102° 30' 50.897" E	0.60	0.60	11.52	20 Mar 2020
40	TUGIMIN	Seberida	0° 42' 20.340" S	102° 30' 54.356" E	0.70	0.70	13.44	20 Mar 2020
41	YARI SUNAL FIRDAUS	Seberida	0° 42' 45.175" S	102° 30' 42.335" E	1.90	1.90	36.48	17 Apr 2020
42	YUNI DWI SUSILAWATI	Seberida	0° 41' 16.679" S	102° 30' 24.347" E	1.00	1.00	19.20	03 Mar 2020
43	ACHMAD SUJARIANTO	Seberida	0° 44' 25.560" S	102° 31' 2.652" E	1.00	1.00	19.20	22 Apr 2020
44	BAMBANG SUTRISNO	Seberida	0° 44' 50.045" S	102° 30' 59.560" E	1.00	1.00	19.20	03 Apr 2020
45	DA'UL IBAD	Seberida	0° 45' 2.871" S	102° 32' 11.583" E	1.90	1.90	36.48	08 Apr 2020
46	HARIYANTO	Seberida	0° 44' 54.441" S	102° 32' 8.514" E	1.50	1.50	28.80	10 Apr 2020
47	M. WIRA SATHIA NASUTION	Seberida	0° 44' 28.445" S	102° 30' 54.770" E	1.00	1.00	19.20	27 Apr 2020
48	MISNO	Seberida	0° 44' 7.351" S	102° 31' 8.777" E	1.00	1.00	19.20	20 Apr 2020
49	MULIYONO	Seberida	0° 44' 31.171" S	102° 30' 59.711" E	2.00	2.00	38.40	07 Apr 2020
50	MUSTAKIM	Seberida	0° 44' 30.478" S	102° 31' 51.837" E	1.40	1.40	26.88	08 Apr 2020
51	NANANG NURSALIM	Seberida	0° 45' 45.547" S	102° 32' 28.347" E	0.50	0.50	9.60	16 Apr 2020
52	PAIDI	Seberida	0° 45' 22.252" S	102° 32' 30.903" E	1.30	1.30	24.96	08 Apr 2020
53	PARIANTO	Seberida	0° 43' 40.259" S	102° 31' 17.546" E	1.14	1.14	21.89	04 Apr 2020
54	PURWANTO	Seberida	0° 44' 48.785" S	102° 31' 39.107" E	1.30	1.30	24.96	30 Apr 2020
55	RONI INDRA SAPUTRA	Seberida	0° 43' 12.912" S	102° 31' 5.978" E	1.73	1.73	33.22	20 Mar 2020
56	SOFIAN (a)	Seberida	0° 45' 36.194" S	102° 32' 37.476" E	2.00	2.00	38.40	16 Apr 2020
	SOFIAN (b)	Seberida	0° 45' 37.466" S	102° 32' 39.899" E	2.00	2.00	38.40	
57	SRI SUYATI	Seberida	0° 44' 1.678" S	102° 31' 15.133" E	1.90	1.90	36.48	16 Apr 2020
58	SUPRAPTO	Seberida	0° 44' 24.556" S	102° 31' 18.437" E	1.10	1.10	21.12	21 Mar 2020

59	SUPRIANTO	Seberida	0° 43' 32.926" S	102° 31' 5.184" E	1.20	1.20	23.04	19 Mar 2020
60	TAMRIN	Seberida	0° 45' 10.992" S	102° 32' 6.435" E	1.00	1.00	19.20	08 Apr 2020
61	TRIONO BASUKI	Seberida	0° 44' 30.636" S	102° 31' 3.902" E	1.10	1.10	21.12	03 Apr 2020
62	ABDUL HAMID	Belimbing	0° 42' 45.824" S	102° 32' 31.210" E	2.00	2.00	38.40	20 Jun 2020
63	ABRISON	Belimbing	0° 42' 16.041" S	102° 32' 7.139" E	2.00	0.85	16.32	4 May 2020
64	AGUSTOMI	Belimbing	0° 42' 17.225" S	102° 32' 9.165" E	0.50	0.50	9.60	03 Apr 2020
65	AHMAD KOYUM	Belimbing	0° 43' 12.793" S	102° 31' 10.696" E	2.00	2.00	38.40	07 Apr 2020
66	AHMAD MUHTADI	Belimbing	0° 42' 32.786" S	102° 32' 22.470" E	2.00	2.00	38.40	15 Feb 2020
67	AHMAD NURHADI	Belimbing	0° 42' 20.793" S	102° 32' 16.675" E	1.00	1.00	19.20	28 Feb 2020
68	APRIZAL	Belimbing	0° 42' 10.396" S	102° 31' 48.716" E	0.68	0.68	13.06	15 Apr 2020
69	ARIFIN	Belimbing	0° 42' 43.249" S	102° 32' 40.568" E	2.00	2.00	38.40	07 Mar 2020
70	BADRIANTO	Belimbing	0° 42' 46.092" S	102° 32' 38.845" E	2.00	2.00	38.40	05 Apr 2020
71	BISRO	Belimbing	0° 42' 23.311" S	102° 32' 18.912" E	0.60	0.60	11.52	07 Apr 2020
72	ELIMAN HADI	Belimbing	0° 42' 26.784" S	102° 31' 53.713" E	2.00	2.00	38.40	06 Apr 2020
73	ENTING	Belimbing	0° 42' 49.032" S	102° 32' 36.957" E	2.00	2.00	38.40	15 Apr 2020
74	FITRI SUHARYANI	Belimbing	0° 42' 43.450" S	102° 32' 34.641" E	1.00	1.00	19.20	28 Feb 2020
75	JOKO MURYANTO	Belimbing	0° 42' 38.966" S	102° 32' 33.380" E	1.00	1.00	19.20	04 Mar 2020
76	JUNAIDI	Belimbing	0° 42' 52.578" S	102° 32' 42.281" E	2.00	2.00	38.40	28 Feb 2020
77	KURIT HENDRIANTO	Belimbing	0° 42' 30.021" S	102° 32' 18.119" E	0.50	0.50	9.60	13 Feb 2020
78	MARYADI	Belimbing	0° 42' 19.944" S	102° 32' 13.790" E	1.00	1.00	19.20	13 Apr 2020
79	MASHUR	Belimbing	0° 42' 26.774" S	102° 32' 21.076" E	1.00	1.00	19.20	06 Apr 2020
80	MUSMAN MUHADI. P	Belimbing	0° 42' 33.786" S	102° 32' 30.286" E	2.00	2.00	38.40	07 Apr 2020
81	MUSTAKIM	Belimbing	0° 42' 19.520" S	102° 31' 49.906" E	1.00	1.00	19.20	04 Apr 2020
82	MUSTOFA IDRUS	Belimbing	0° 42' 47.108" S	102° 32' 43.497" E	2.00	2.00	38.40	07 Apr 2020
83	NGATIJAN	Belimbing	0° 42' 36.244" S	102° 32' 35.012" E	1.00	1.00	19.20	15 Apr 2020
84	PAIDI	Belimbing	0° 42' 40.382" S	102° 32' 42.317" E	2.00	2.00	38.40	05 Apr 2020
85	PONIDI BUDI PRASATYO	Belimbing	0° 42' 16.246" S	102° 31' 6.472" E	2.00	2.00	38.40	08 Jun 2020
86	SANDI	Belimbing	0° 42' 28.720" S	102° 32' 28.454" E	0.50	0.50	9.60	05 May 2020
87	SETIARNO	Belimbing	0° 42' 13.913" S	102° 31' 59.380" E	1.70	1.70	32.64	03 Apr 2020
88	SUBANI	Belimbing	0° 42' 12.353" S	102° 32' 0.334" E	1.50	1.50	28.80	04 Mar 2020
89	SUDRI SAMIARTO	Belimbing	0° 42' 25.455" S	102° 32' 17.402" E	1.00	1.00	19.20	21 Mar 2020
90	SUGIANTO	Belimbing	0° 42' 46.098" S	102° 31' 35.187" E	2.00	2.00	38.40	03 Apr 2020
91	SUKIRAN	Belimbing	0° 42' 36.157" S	102° 32' 28.848" E	2.00	2.00	38.40	03 Apr 2020
92	SURATNO	Belimbing	0° 42' 28.202" S	102° 32' 19.618" E	0.53	0.53	10.18	28 Feb 2020
93	SURIYATI	Belimbing	0° 42' 15.926" S	102° 31' 28.481" E	1.00	1.00	19.20	04 Apr 2020
94	SUWARNO	Belimbing	0° 42' 36.498" S	102° 32' 39.196" E	2.00	2.00	38.40	03 Apr 2020
95	UMAYAH	Belimbing	0° 42' 33.807" S	102° 32' 36.617" E	1.00	1.00	19.20	28 Feb 2020
96	WARTOPO	Belimbing	0° 42' 49.304" S	102° 32' 30.907" E	1.00	1.00	19.20	16 Feb 2020
97	YUSNITA (a)	Belimbing	0° 42' 18.844" S	102° 32' 5.442" E	2.00	2.00	38.40	06 Apr 2020
	YUSNITA (b)	Belimbing	0° 42' 21.276" S	102° 32' 9.914" E	1.00	1.00	19.20	
98	AGUS MUKHID	Sungai Akar	0° 46' 35.091" S	102° 38' 14.427" E	1.00	0.01	19.20	26 Apr 2020

99	ALI FATBUR	Sungai Akar	0° 46' 4.328" S	102° 36' 50.336" E	2.00	2.00	38.40	07 Apr 2020
100	ALIEF EKASARI	Sungai Akar	0° 45' 35.578" S	102° 36' 53.109" E	1.80	1.80	34.56	16 Apr 2020
101	AMINATIN	Sungai Akar	0° 45' 53.498" S	102° 36' 39.296" E	1.30	1.30	24.96	17 Apr 2020
102	BALI SETIAWAN	Sungai Akar	0° 46' 11.672" S	102° 36' 34.107" E	0.70	0.70	13.44	17 Apr 2020
103	BUDI SANTOSA *)	Sungai Akar	0° 45' 46.635" S	102° 36' 43.042" E	0.81	0.81	15.55	16 Apr 2020
104	BUDIONO	Sungai Akar	0° 46' 11.669" S	102° 36' 33.206" E	0.50	1.50	28.80	23 Apr 2020
105	HARIYATI *)	Sungai Akar	0° 46' 16.404" S	102° 36' 33.316" E	2.10	2.10	40.32	14 Mar 2020
106	JULIONO	Sungai Akar	0° 46' 9.497" S	102° 37' 23.641" E	2.00	2.00	38.40	14 Apr 2020
107	JUMADI	Sungai Akar	0° 46' 53.700" S	102° 37' 30.655" E	1.00	1.00	19.20	26 Apr 2020
108	KHOIRUL ARWANDA	Sungai Akar	0° 45' 39.923" S	102° 36' 46.583" E	0.80	0.80	15.36	27 Mar 2020
109	KURWANTO	Sungai Akar	0° 46' 2.168" S	102° 36' 47.859" E	2.00	2.00	38.40	16 Apr 2020
110	LOSO SUYADI	Sungai Akar	0° 45' 33.639" S	102° 36' 46.891" E	2.00	2.00	38.40	20 Apr 2020
111	M. MUJAHIDIN	Sungai Akar	0° 46' 19.415" S	102° 36' 50.246" E	2.00	2.00	38.40	21 Apr 2020
112	M. SYAMSUDDIN	Sungai Akar	0° 46' 46.366" S	102° 37' 37.801" E	1.90	1.90	36.48	09 Mar 2020
113	MARYADI	Sungai Akar	0° 46' 49.651" S	102° 37' 37.040" E	1.80	1.80	34.56	06 Apr 2020
114	MARZUKI	Sungai Akar	0° 45' 57.928" S	102° 36' 36.014" E	1.90	1.90	36.48	06 Apr 2020
115	NASIKIN	Sungai Akar	0° 45' 59.474" S	102° 36' 43.258" E	0.78	0.78	14.98	21 Apr 2020
116	NOTO SUJONO	Sungai Akar	0° 45' 40.391" S	102° 36' 47.600" E	0.70	0.70	13.44	27 Mar 2020
117	NURDIN	Sungai Akar	0° 45' 44.090" S	102° 36' 43.716" E	1.00	1.00	19.20	28 Feb 2020
118	PRATEKNO	Sungai Akar	0° 45' 55.993" S	102° 36' 51.235" E	2.00	2.00	38.40	24 Apr 2020
119	RAHMAD HIDAYAT	Sungai Akar	0° 46' 11.060" S	102° 36' 48.698" E	1.30	1.30	24.96	04 Apr 2020
120	SAFIQ MASRURY *)	Sungai Akar	0° 46' 14.004" S	102° 36' 53.905" E	1.00	1.00	19.20	15 Mar 2020
121	SAKRIB	Sungai Akar	0° 46' 40.562" S	102° 37' 42.326" E	0.80	0.80	15.36	01 Mar 2020
122	SALAMUN (a) *)	Sungai Akar	0° 46' 11.359" S	102° 36' 36.442" E	2.00	2.00	38.40	27 Apr 2020
	SALAMUN (b) *)	Sungai Akar	0° 45' 39.337" S	102° 36' 45.626" E	0.60	0.60	11.52	
123	SAMIAJI *)	Sungai Akar	0° 46' 12.242" S	102° 36' 50.784" E	1.70	1.70	32.64	05 May 2020
124	SAMIJAN *)	Sungai Akar	0° 46' 18.853" S	102° 36' 26.875" E	0.80	0.80	15.36	25 Apr 2020
125	SAMSETIAR *)	Sungai Akar	0° 46' 10.564" S	102° 36' 31.612" E	0.50	0.50	9.60	27 Mar 2020
126	SANTOSO (a)	Sungai Akar	0° 46' 17.780" S	102° 36' 47.351" E	1.00	1.00	19.20	27 Apr 2020
	SANTOSO (b)	Sungai Akar	0° 45' 55.809" S	102° 36' 37.230" E	0.70	0.70	13.44	
127	SITI FATIMAH (a)	Sungai Akar	0° 46' 2.445" S	102° 36' 33.426" E	1.50	1.50	28.80	14 Apr 2020
	SITI FATIMAH (b)	Sungai Akar	0° 45' 34.120" S	102° 36' 50.117" E	1.70	1.70	32.64	
128	SITI KHOMIATI (a)	Sungai Akar	0° 46' 3.945" S	102° 36' 36.648" E	1.00	1.00	19.20	06 Mar 2020
	SITI KHOMIATI (b)	Sungai Akar	0° 46' 0.010" S	102° 36' 44.725" E	1.16	1.16	22.27	
	SITI KHOMIATI (c)	Sungai Akar	0° 46' 3.401" S	102° 36' 35.103" E	1.26	1.26	24.19	
129	SITI SA'ADAH	Sungai Akar	0° 45' 51.919" S	102° 36' 40.242" E	0.70	0.70	13.44	25 May 2020
130	SUGIANTO	Sungai Akar	0° 45' 51.377" S	102° 36' 58.303" E	1.40	1.40	26.88	05 Apr 2020
131	SUJARWO (a) *)	Sungai Akar	0° 46' 55.580" S	102° 37' 36.358" E	2.00	0.03	38.40	29 Feb 2020
	SUJARWO (b) *)	Sungai Akar	0° 46' 58.351" S	102° 37' 34.893" E	2.00	0.02	38.40	
132	SULARI	Sungai Akar	0° 46' 14.047" S	102° 37' 12.416" E	1.50	1.50	28.80	15 Apr 2020
133	SUNAL ABIDIN	Sungai Akar	0° 46' 13.148" S	102° 36' 52.583" E	1.00	1.00	19.20	25 Mar 2020
134	SUPARMI	Sungai Akar	0° 46' 10.144" S	102° 36' 30.911" E	0.50	0.50	9.60	27 Apr 2020

135	SURYANI	Sungai Akar	0° 46' 9.773" S	102° 36' 46.980" E	1.30	1.30	24.96	04 May 2020
136	SUSILO	Sungai Akar	0° 46' 16.488" S	102° 36' 28.655" E	2.00	2.00	38.40	25 May 2020
137	SUYANTO	Sungai Akar	0° 45' 49.309" S	102° 36' 41.621" E	1.70	1.70	32.64	02 May 2020
138	SYAIBUDIN	Sungai Akar	0° 46' 0.760" S	102° 36' 46.079" E	0.80	0.80	15.36	17 Apr 2020
139	USWATUN KHASANAH	Sungai Akar	0° 46' 46.556" S	102° 37' 47.190" E	1.00	1.00	19.20	09 Mar 2020
140	WIDODO	Sungai Akar	0° 46' 11.691" S	102° 37' 17.710" E	2.00	2.00	38.40	15 Apr 2020
141	AGUS SUROJO	Sungai Akar	0° 49' 54.455" S	102° 36' 19.063" E	1.70	1.70	32.64	11 Apr 2020
142	BOIMEN	Sungai Akar	0° 49' 59.490" S	102° 36' 17.726" E	1.00	1.00	19.20	07 Apr 2020
143	GIMIN	Sungai Akar	0° 49' 55.267" S	102° 36' 9.255" E	1.00	1.00	19.20	15 Apr 2020
144	HENI ATMAYANA	Sungai Akar	0° 49' 56.807" S	102° 36' 16.377" E	2.00	2.00	38.40	25 Apr 2020
145	IDRIS FADILAH	Sungai Akar	0° 49' 49.600" S	102° 35' 30.198" E	1.00	1.00	19.20	27 Mar 2020
146	IMAM PRAYUGO	Sungai Akar	0° 49' 56.024" S	102° 36' 12.963" E	1.16	1.16	22.27	05 Apr 2020
147	ISMAIL	Sungai Akar	0° 50' 1.691" S	102° 36' 15.187" E	2.00	2.00	38.40	07 Apr 2020
148	JURIAH	Sungai Akar	0° 49' 43.976" S	102° 35' 27.811" E	1.00	1.00	19.20	09 Apr 2020
149	MARTOYONO	Sungai Akar	0° 50' 0.350" S	102° 35' 40.386" E	1.30	1.30	24.96	20 Apr 2020
150	MURNIAR	Sungai Akar	0° 49' 50.881" S	102° 35' 44.359" E	1.90	1.90	36.48	20 Apr 2020
151	OKI SETIADI	Sungai Akar	0° 49' 47.791" S	102° 35' 29.561" E	0.80	0.80	15.36	24 Apr 2020
152	PONIRAN	Sungai Akar	0° 50' 0.024" S	102° 36' 21.581" E	1.10	1.10	21.12	18 May 2020
153	RATIJO	Sungai Akar	0° 49' 43.051" S	102° 35' 43.672" E	2.00	2.00	38.40	25 May 2020
154	ROBIATUN	Sungai Akar	0° 49' 48.542" S	102° 35' 53.959" E	2.00	2.00	38.40	18 Apr 2020
155	SIMAN	Sungai Akar	0° 49' 53.715" S	102° 35' 50.185" E	0.70	0.70	13.44	07 Apr 2020
156	SUFRIANTO	Sungai Akar	0° 49' 46.953" S	102° 35' 28.584" E	1.50	1.50	28.80	10 Apr 2020
157	UJANG LANDAK	Sungai Akar	0° 49' 12.957" S	102° 35' 6.359" E	1.10	1.10	21.12	16 Apr 2020
158	YUNITA SARI	Sungai Akar	0° 49' 42.132" S	102° 35' 31.116" E	2.00	2.00	38.40	10 Apr 2020
159	ZUMRI MARPAUNG	Sungai Akar	0° 50' 12.001" S	102° 36' 19.484" E	1.40	1.40	26.88	10 Apr 2020
160	IMRON ROSYADI (a)	Siambul	0° 41' 11.571" S	102° 27' 10.673" E	1.67	1.67	32.06	16 Apr 2020
	IMRON ROSYADI (b)	Siambul	0° 41' 15.491" S	102° 27' 14.923" E	1.66	1.66	31.87	
	IMRON ROSYADI (c)	Siambul	0° 41' 16.517" S	102° 27' 7.940" E	1.69	1.69	32.45	
161	MARLIYAH (a)	Siambul	0° 41' 26.921" S	102° 26' 51.114" E	0.43	0.43	8.26	20 Mar 2020
	MARLIYAH (b)	Siambul	0° 41' 25.169" S	102° 26' 53.868" E	1.00	1.00	19.20	
162	MUHAMAD SODIKIN	Siambul	0° 41' 27.638" S	102° 26' 10.269" E	1.40	1.40	26.88	20 Mar 2020
163	MUJIONO	Siambul	0° 40' 59.796" S	102° 26' 58.765" E	1.00	1.00	19.20	15 Mar 2020
164	SITI KHOIRIYAH (a)	Siambul	0° 41' 37.260" S	102° 26' 32.918" E	0.86	0.85	16.32	16 Apr 2020
	SITI KHOIRIYAH (b)	Siambul	0° 41' 12.089" S	102° 27' 6.372" E	1.65	1.65	31.68	
	SITI KHOIRIYAH (c)	Siambul	0° 41' 16.124" S	102° 27' 11.484" E	1.66	1.66	31.87	
	SITI KHOIRIYAH (d)	Siambul	0° 41' 10.851" S	102° 27' 14.441" E	1.67	1.67	32.06	
165	SUPARMAN (a)	Siambul	0° 41' 26.397" S	102° 26' 52.579" E	1.00	1.00	19.20	20 Mar 2020
	SUPARMAN (b)	Siambul	0° 41' 23.243" S	102° 26' 54.480" E	1.00	1.00	19.20	
166	YUNI INDRAWATI (a)	Siambul	0° 41' 21.157" S	102° 27' 11.682" E	2.00	2.00	38.40	15 Mar 2020
	YUNI INDRAWATI (b)	Siambul	0° 41' 20.840" S	102° 27' 15.741" E	2.00	2.00	38.40	
167	ABDI PRATOMO	Kelesa	0° 41' 31.076" S	102° 29' 7.859" E	2.00	2.00	38.40	08 Apr 2020
167	ALI USMAN B	Kelesa	0° 40' 56.478" S	102° 26' 54.527" E	2.00	2.00	38.40	05 Apr 2020

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169	ASMANI	Kelesa	0° 40' 9.553" S	102° 27' 21.155" E	2.00	2.00	38.40	23 Mar 2020
170	BAHARUDIN	Kelesa	0° 39' 45.272" S	102° 27' 1.864" E	1.60	1.60	30.72	05 Apr 2020
171	BOWO WARDOYO	Kelesa	0° 40' 44.149" S	102° 27' 35.114" E	2.00	2.00	38.40	02 Apr 2020
172	DANU WIYOTO	Kelesa	0° 40' 40.722" S	102° 27' 34.794" E	2.00	2.00	38.40	23 Apr 2020
173	JUMADI	Kelesa	0° 40' 27.733" S	102° 26' 37.926" E	0.60	0.60	11.52	23 Apr 2020
174	JUMINGAN (a)	Kelesa	0° 41' 49.148" S	102° 28' 50.011" E	2.00	2.00	38.40	06 Apr 2020
	JUMINGAN (b)	Kelesa	0° 40' 5.419" S	102° 26' 46.700" E	0.90	0.90	17.28	
	JUMINGAN (c)	Kelesa	0° 40' 4.015" S	102° 26' 51.802" E	1.90	1.90	36.48	
175	JUNAIIDI	Kelesa	0° 40' 28.278" S	102° 26' 26.041" E	1.00	1.00	19.20	09 Jun 2020
176	MADENAN	Kelesa	0° 37' 59.660" S	102° 24' 18.551" E	2.00	2.00	38.40	23 Mar 2020
177	MELISA	Kelesa	0° 41' 15.200" S	102° 26' 59.970" E	2.00	2.00	38.40	04 Jun 2020
178	MISLAN	Kelesa	0° 40' 49.925" S	102° 27' 16.391" E	1.70	1.70	32.64	23 Apr 2020
179	MISNIWATI	Kelesa	0° 40' 35.977" S	102° 26' 36.671" E	1.00	1.00	19.20	18 Jun 2020
180	MULYONO	Kelesa	0° 41' 21.906" S	102° 28' 58.551" E	1.90	1.90	36.48	08 Apr 2020
181	NANO SUDARSONO	Kelesa	0° 40' 37.799" S	102° 27' 34.437" E	0.90	0.90	17.28	01 Apr 2020
182	NGATINI	Kelesa	0° 40' 13.917" S	102° 27' 38.868" E	1.10	1.10	21.12	23 Apr 2020
183	NURHADI (a)	Kelesa	0° 40' 26.650" S	102° 26' 33.741" E	1.40	1.40	26.88	25 May 2020
	NURHADI (b)	Kelesa	0° 40' 23.909" S	102° 26' 38.221" E	1.10	1.10	21.12	
	NURHADI (c)	Kelesa	0° 40' 28.819" S	102° 26' 34.569" E	1.00	1.00	19.20	
184	NURIANTO	Kelesa	0° 36' 23.628" S	102° 25' 8.317" E	2.00	2.00	38.40	23 Apr 2020
185	RANTIYEM (a)	Kelesa	0° 41' 32.718" S	102° 28' 58.290" E	2.00	2.00	38.40	10 Apr 2020
	RANTIYEM (b)	Kelesa	0° 41' 34.471" S	102° 29' 32.402" E	2.00	2.00	38.40	
186	RUSLIANA	Kelesa	0° 40' 10.061" S	102° 27' 8.936" E	2.00	2.00	38.40	23 Mar 2020
187	SAFRIDA	Kelesa	0° 39' 52.274" S	102° 26' 16.453" E	1.89	1.89	36.29	04 Apr 2020
188	SUGIANTO. A	Pangkalan Kasai	0° 38' 34.136" S	102° 26' 53.820" E	2.00	2.00	38.40	02 Apr 2020
189	SUGIANTO. A.	Kelesa	0° 41' 37.216" S	102° 27' 1.746" E	2.00	2.00	38.40	23 Apr 2021
190	SUHERMAN	Kelesa	0° 40' 5.341" S	102° 27' 20.816" E	1.00	1.00	19.20	23 Mar 2020
191	SUKIYANTI	Kelesa	0° 38' 30.335" S	102° 24' 13.278" E	2.00	2.00	38.40	02 Apr 2020
192	SUROTO (a)	Kelesa	0° 39' 43.539" S	102° 27' 27.904" E	1.50	1.50	28.80	28 Apr 2020
	SUROTO (b)	Kelesa	0° 39' 39.636" S	102° 27' 30.693" E	1.50	1.50	28.80	
193	SUYANTO	Kelesa	0° 39' 16.226" S	102° 27' 8.677" E	1.20	1.20	23.04	08 Apr 2020
194	TRI LESTARIYANTI	Kelesa	0° 39' 46.636" S	102° 28' 28.696" E	2.00	2.00	38.40	23 Apr 2020
195	TUGIMAN	Kelesa	0° 37' 58.476" S	102° 26' 31.525" E	2.00	2.00	38.40	04 Apr 2020
196	TUGIYOK	Kelesa	0° 40' 39.049" S	102° 26' 30.604" E	1.00	1.00	19.20	06 May 2020
197	USMAN SIMANULANG (a)	Kelesa	0° 39' 14.643" S	102° 25' 50.939" E	2.00	2.00	38.40	31 Mar 2020
	USMAN SIMANULANG (b)	Kelesa	0° 39' 17.366" S	102° 25' 55.410" E	2.00	2.00	38.40	
198	WARISEN (a)	Kelesa	0° 40' 7.687" S	102° 26' 18.049" E	2.00	2.00	38.40	15 Apr 2020
	WARISEN (b)	Kelesa	0° 39' 4.403" S	102° 26' 36.767" E	1.80	1.80	34.56	
	WARISEN (c)	Kelesa	0° 39' 7.555" S	102° 26' 40.128" E	1.00	1.00	19.20	
	WARISEN (d)	Kelesa	0° 39' 6.569" S	102° 26' 43.969" E	1.10	1.10	21.12	
199	ABDUL WAHAB	Pangkalan Kasai	0° 38' 10.318" S	102° 23' 44.354" E	2.00	2.00	38.40	09 Apr 2020

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200	AHYAR	Pangkalan Kasai	0° 37' 17.112" S	102° 26' 13.933" E	2.00	2.00	38.40	15 Apr 2020
201	AMAN SANTOSO	Pangkalan Kasai	0° 37' 30.809" S	102° 26' 20.120" E	1.90	1.90	36.48	25 Feb 2020
202	ANDI ROHMAT	Pangkalan Kasai	0° 36' 16.842" S	102° 25' 5.266" E	1.70	1.70	32.64	30 Mar 2020
203	ANDIKA IMANDA	Pangkalan Kasai	0° 37' 47.350" S	102° 23' 44.582" E	2.00	2.00	38.40	10 Apr 2020
204	BAMBANG SUDIRO (a)	Pangkalan Kasai	0° 37' 42.407" S	102° 25' 41.630" E	1.00	1.00	19.20	20 Mar 2020
	BAMBANG SUDIRO (b)	Pangkalan Kasai	0° 37' 44.108" S	102° 25' 40.480" E	0.70	0.70	13.44	
205	BASURI	Pangkalan Kasai	0° 38' 8.090" S	102° 26' 26.733" E	2.00	2.00	38.40	26 Feb 2020
206	BUDI ARMAN WIJAYA (a)	Pangkalan Kasai	0° 38' 39.256" S	102° 26' 10.261" E	1.00	1.00	19.20	26 Mar 2020
	BUDI ARMAN WIJAYA (b)	Pangkalan Kasai	0° 38' 11.643" S	102° 23' 24.713" E	2.00	2.00	38.40	
	BUDI ARMAN WIJAYA (c)	Pangkalan Kasai	0° 38' 10.881" S	102° 23' 26.335" E	2.00	2.00	38.40	
	BUDI ARMAN WIJAYA (d)	Pangkalan Kasai	0° 38' 17.801" S	102° 23' 26.774" E	1.06	1.06	20.35	
207	BUDI PURWANTO	Pangkalan Kasai	0° 37' 39.992" S	102° 24' 19.455" E	0.80	0.80	15.36	10 Apr 2020
208	DARIANI	Pangkalan Kasai	0° 36' 26.489" S	102° 25' 44.311" E	1.80	1.80	34.56	24 Feb 2020
209	DEDEK HANDOKO	Pangkalan Kasai	0° 37' 56.675" S	102° 25' 17.466" E	1.10	1.10	21.12	24 Apr 2020
210	DEDEK SAHPUTRA	Pangkalan Kasai	0° 38' 19.110" S	102° 24' 16.778" E	2.00	2.00	38.40	10 Mar 2020
211	DEDI RUDI HARTONO	Pangkalan Kasai	0° 36' 44.236" S	102° 25' 31.615" E	1.50	1.50	28.80	22 Apr 2020
212	DENI PRASTIKA	Pangkalan Kasai	0° 37' 52.191" S	102° 25' 10.754" E	1.58	1.32	11.14	03 Mar 2020
213	DEPI PURWANTI	Pangkalan Kasai	0° 36' 43.140" S	102° 25' 37.993" E	2.00	2.00	38.40	25 Feb 2020
214	DEWI ERNAWATI (a)	Pangkalan Kasai	0° 37' 28.986" S	102° 25' 11.702" E	2.00	2.00	38.40	09 Mar 2020
	DEWI ERNAWATI (b)	Pangkalan Kasai	0° 37' 42.779" S	102° 25' 6.236" E	2.00	2.00	38.40	
215	DIDI SISWIRA	Pangkalan Kasai	0° 37' 21.647" S	102° 25' 29.613" E	2.00	2.00	38.40	12 Apr 2020
216	ELIYANI	Pangkalan Kasai	0° 36' 37.883" S	102° 25' 32.957" E	1.40	1.40	26.88	11 Apr 2020
217	EVA	Pangkalan Kasai	0° 37' 27.999" S	102° 26' 17.568" E	2.00	2.00	38.40	25 Feb 2020
218	SAHIBATUL HAMDI	Pangkalan Kasai	0° 38' 15.731" S	102° 23' 45.667" E	1.00	1.00	19.20	14 Apr 2020
219	GUNAWAN	Pangkalan Kasai	0° 37' 38.889" S	102° 25' 33.031" E	0.95	0.95	18.24	19 Mar 2020
220	HARIYANTO	Pangkalan Kasai	0° 37' 58.961" S	102° 25' 41.243" E	0.96	0.96	18.43	10 Apr 2020
221	HENDRA (a) *)	Pangkalan Kasai	0° 38' 33.942" S	102° 23' 48.020" E	1.70	1.70	32.64	28 Feb 2020
	HENDRA (b) *)	Pangkalan Kasai	0° 38' 18.995" S	102° 23' 48.093" E	1.00	1.00	19.20	
	HENDRA (c)	Pangkalan Kasai	0° 37' 30.312" S	102° 25' 39.584" E	1.00	1.00	19.20	
222	HENDRO KUMAR *)	Pangkalan Kasai	0° 38' 43.993" S	102° 23' 58.772" E	1.60	1.60	30.72	25 Feb 2020
223	HERMANTA TARIGAN (a)	Pangkalan Kasai	0° 39' 8.611" S	102° 25' 47.189" E	1.50	1.50	28.80	26 Mar 2020
	HERMANTA TARIGAN (b)	Pangkalan Kasai	0° 39' 5.418" S	102° 25' 48.717" E	1.68	1.68	32.26	
224	INDRIANTO	Pangkalan Kasai	0° 37' 27.030" S	102° 25' 31.039" E	2.00	2.00	38.40	22 Apr 2020
225	INDRIATI (a)	Pangkalan Kasai	0° 37' 54.707" S	102° 23' 48.635" E	2.00	2.00	38.40	10 Apr 2020
	INDRIATI (b)	Pangkalan Kasai	0° 38' 3.410" S	102° 23' 48.778" E	1.60	1.60	30.72	
226	JAYA SUPRANA (a)	Pangkalan Kasai	0° 36' 19.900" S	102° 25' 26.376" E	1.00	1.00	19.20	09 Mar 2020
	JAYA SUPRANA (b)	Pangkalan Kasai	0° 37' 26.819" S	102° 25' 10.400" E	1.50	1.50	28.80	
227	JOKO PRAMONO	Pangkalan Kasai	0° 37' 0.711" S	102° 25' 55.358" E	2.00	2.00	38.40	20 Apr 2020

228	JULI SARAGIH	Pangkalan Kasai	0° 36' 20.990" S	102° 24' 49.193" E	2.00	2.00	38.40	26 Feb 2020
229	JULYANTO (a) *)	Pangkalan Kasai	0° 38' 2.036" S	102° 25' 24.420" E	2.00	2.00	38.40	24 Feb 2020
	JULYANTO (b) *)	Pangkalan Kasai	0° 36' 30.162" S	102° 25' 40.474" E	1.00	1.00	19.20	
230	KLIMIN (a)	Pangkalan Kasai	0° 37' 21.223" S	102° 25' 42.497" E	2.00	2.00	38.40	23 Feb 2020
	KLIMIN (b)	Pangkalan Kasai	0° 37' 40.103" S	102° 25' 42.876" E	0.97	0.97	18.62	
231	KLIWON	Pangkalan Kasai	0° 37' 15.391" S	102° 25' 32.503" E	0.70	0.70	13.44	24 Mar 2020
232	KUSMIANI (a)	Pangkalan Kasai	0° 37' 58.605" S	102° 23' 44.144" E	2.00	2.00	38.40	15 Apr 2020
	KUSMIANI (b)	Pangkalan Kasai	0° 37' 50.916" S	102° 23' 37.622" E	2.00	2.00	38.40	
233	MAGDALENA *)	Pangkalan Kasai	0° 38' 28.462" S	102° 23' 46.817" E	1.90	1.90	36.48	27 Feb 2020
234	MANSYAH	Pangkalan Kasai	0° 37' 20.397" S	102° 25' 32.289" E	1.27	1.27	24.38	23 Apr 2020
235	MISE IMANDA	Pangkalan Kasai	0° 37' 54.826" S	102° 23' 54.465" E	2.00	2.00	38.40	10 Apr 2020
236	MISMAN (a) *)	Pangkalan Kasai	0° 38' 3.982" S	102° 23' 42.497" E	2.00	2.00	38.40	27 Feb 2020
	MISMAN (b) *)	Pangkalan Kasai	0° 37' 47.090" S	102° 23' 41.487" E	2.00	2.00	38.40	
	MISMAN (c)	Pangkalan Kasai	0° 37' 36.130" S	102° 25' 33.826" E	2.00	2.00	38.40	
	MISMAN (d)	Pangkalan Kasai	0° 38' 13.454" S	102° 23' 55.704" E	2.00	2.00	38.40	
	MISMAN (e)	Pangkalan Kasai	0° 38' 2.653" S	102° 24' 6.845" E	1.80	1.80	34.56	
	MISMAN (f)	Pangkalan Kasai	0° 38' 30.850" S	102° 23' 47.934" E	2.00	2.00	38.40	
237	MISWANTO (a)	Pangkalan Kasai	0° 38' 18.351" S	102° 24' 4.642" E	2.00	2.00	38.40	18 Mar 2020
	MISWANTO (b)	Pangkalan Kasai	0° 37' 59.605" S	102° 26' 18.375" E	0.70	0.70	13.44	
	MISWANTO (c)	Pangkalan Kasai	0° 38' 34.126" S	102° 24' 6.049" E	0.70	0.70	13.44	
	MISWANTO (d)	Pangkalan Kasai	0° 37' 57.009" S	102° 26' 16.938" E	0.70	0.70	13.44	
	MISWANTO (e)	Pangkalan Kasai	0° 38' 24.622" S	102° 24' 9.107" E	1.99	1.99	38.21	
238	NANIK RAHAYU	Pangkalan Kasai	0° 37' 52.921" S	102° 25' 16.131" E	1.96	1.96	37.63	26 Feb 2020
239	NURMI (a)	Pangkalan Kasai	0° 38' 6.021" S	102° 24' 1.080" E	2.00	2.00	38.40	09 Apr 2020
	NURMI (b)	Pangkalan Kasai	0° 37' 58.292" S	102° 23' 40.290" E	1.80	1.80	34.56	
	NURMI (c)	Pangkalan Kasai	0° 37' 53.067" S	102° 23' 42.531" E	2.00	2.00	38.40	
	NURMI (d)	Pangkalan Kasai	0° 38' 22.823" S	102° 23' 44.849" E	1.80	1.80	34.56	
240	PARSINI	Pangkalan Kasai	0° 36' 33.612" S	102° 25' 42.865" E	1.80	1.80	34.56	17 Apr 2020
241	PIRMANTO	Pangkalan Kasai	0° 37' 33.322" S	102° 25' 45.811" E	2.00	2.00	38.40	24 Feb 2020
242	PONIYEM	Pangkalan Kasai	0° 38' 3.571" S	102° 23' 45.574" E	1.00	1.00	19.20	09 Apr 2020
243	RADIN	Pangkalan Kasai	0° 37' 43.325" S	102° 26' 17.760" E	2.00	2.00	38.40	26 Feb 2020
244	RAHMIDA	Pangkalan Kasai	0° 38' 37.825" S	102° 23' 40.808" E	2.00	2.00	38.40	09 Mar 2020
245	RAMINO A	Pangkalan Kasai	0° 40' 23.720" S	102° 26' 30.634" E	2.00	2.00	38.40	22 Feb 2020
246	RAMINO B	Pangkalan Kasai	0° 36' 18.743" S	102° 24' 47.437" E	2.00	2.00	38.40	26 Feb 2020
247	RATNA (a)	Pangkalan Kasai	0° 38' 2.520" S	102° 26' 24.529" E	2.00	2.00	38.40	18 Mar 2020
	RATNA (b)	Pangkalan Kasai	0° 38' 4.336" S	102° 26' 22.455" E	2.00	2.00	38.40	
248	SARIKA	Pangkalan Kasai	0° 36' 51.875" S	102° 25' 8.924" E	1.00	1.00	19.20	10 Apr 2020
249	SITI ROFINGAH	Pangkalan Kasai	0° 37' 52.539" S	102° 24' 23.134" E	2.00	2.00	38.40	10 Apr 2020
250	SOLIHIN	Pangkalan Kasai	0° 37' 28.928" S	102° 25' 37.999" E	1.00	1.00	19.20	25 Mar 2020
251	SUCIPTO	Pangkalan Kasai	0° 37' 17.618" S	102° 25' 42.883" E	2.00	2.00	38.40	26 Feb 2020
252	SUDARMI	Pangkalan Kasai	0° 38' 23.431" S	102° 23' 50.890" E	1.25	1.25	24.00	18 Mar 2020
253	SUDIRMAN (a)	Pangkalan Kasai	0° 38' 8.681" S	102° 23' 50.535" E	2.00	2.00	38.40	10 Apr 2020

	SUDIRMAN (b)	Pangkalan Kasai	0° 37' 59.138" S	102° 23' 52.753" E	2.00	2.00	38.40	
254	SUGIARTO *)	Pangkalan Kasai	0° 37' 15.922" S	102° 25' 28.267" E	2.00	2.00	38.40	26 Feb 2020
255	SUGITO	Pangkalan Kasai	0° 37' 0.657" S	102° 25' 36.070" E	1.50	1.50	28.80	25 Feb 2020
256	SUKADI	Pangkalan Kasai	0° 37' 52.452" S	102° 24' 21.184" E	2.00	2.00	38.40	10 Apr 2020
257	SUKIMAN. A	Pangkalan Kasai	0° 37' 18.302" S	102° 25' 59.552" E	2.00	2.00	38.40	23 Feb 2020
258	SUKIMAN. B	Pangkalan Kasai	0° 37' 17.725" S	102° 26' 8.290" E	2.00	2.00	38.40	23 Feb 2020
259	SUKIRNO (a)	Pangkalan Kasai	0° 37' 7.514" S	102° 25' 17.775" E	1.30	1.30	24.96	26 Feb 2020
	SUKIRNO (b)	Pangkalan Kasai	0° 37' 53.704" S	102° 23' 28.506" E	2.00	2.00	38.40	
	SUKIRNO (c)	Pangkalan Kasai	0° 37' 29.560" S	102° 24' 28.115" E	1.50	1.50	28.80	
260	SUNARTI	Pangkalan Kasai	0° 37' 42.107" S	102° 25' 16.787" E	2.00	2.00	38.40	14 May 2020
261	SUPIADI	Pangkalan Kasai	0° 38' 10.692" S	102° 26' 28.312" E	2.00	2.00	38.40	25 Feb 2020
262	SURATMIN	Pangkalan Kasai	0° 38' 44.445" S	102° 26' 13.581" E	2.00	2.00	38.40	01 Apr 2020
263	SURYADI. A	Pangkalan Kasai	0° 36' 46.951" S	102° 25' 2.290" E	1.00	1.00	19.20	25 Feb 2020
264	SURYADI. B (a)	Pangkalan Kasai	0° 38' 33.889" S	102° 24' 9.385" E	1.20	1.20	23.04	21 Apr 2020
	SURYADI. B (b)	Pangkalan Kasai	0° 38' 29.556" S	102° 24' 9.535" E	1.80	1.80	34.56	
	SURYADI. B (c)	Pangkalan Kasai	0° 38' 33.476" S	102° 24' 12.927" E	0.70	0.70	13.44	
265	SUTRISNO. A	Pangkalan Kasai	0° 37' 31.308" S	102° 25' 57.366" E	1.50	1.50	28.80	25 Feb 2020
266	SUTRISNO. B (a)	Pangkalan Kasai	0° 38' 43.691" S	102° 23' 45.127" E	2.00	2.00	38.40	29 Feb 2020
	SUTRISNO. B (b)	Pangkalan Kasai	0° 38' 16.544" S	102° 23' 43.300" E	2.00	2.00	38.40	
267	SUYONO	Pangkalan Kasai	0° 36' 57.204" S	102° 25' 30.826" E	1.60	1.60	30.72	13 Apr 2020
268	SYAHRUL RAHMADAN	Pangkalan Kasai	0° 37' 13.459" S	102° 26' 1.828" E	2.00	2.00	38.40	26 Feb 2020
269	TRICE INAMAHYATI *)	Pangkalan Kasai	0° 37' 33.822" S	102° 25' 37.311" E	1.90	1.90	36.48	27 Feb 2020
270	TUGIO *)	Pangkalan Kasai	0° 38' 49.528" S	102° 26' 6.641" E	2.00	2.00	38.40	25 Feb 2020
271	TUGIRAN	Pangkalan Kasai	0° 37' 21.816" S	102° 26' 14.960" E	0.90	0.90	17.28	11 Mar 2020
272	WAHYUDI *)	Pangkalan Kasai	0° 38' 39.718" S	102° 24' 0.519" E	1.90	1.90	36.48	25 Feb 2020
273	WALJI	Pangkalan Kasai	0° 37' 53.678" S	102° 24' 15.980" E	2.00	2.00	38.40	30 Mar 2020
274	YUSUP (a)	Pangkalan Kasai	0° 38' 19.466" S	102° 24' 10.739" E	2.00	2.00	38.40	27 Feb 2020
	YUSUP (b)	Pangkalan Kasai	0° 38' 36.933" S	102° 23' 44.497" E	1.80	1.80	34.56	
	YUSUP (c)	Pangkalan Kasai	0° 38' 4.526" S	102° 24' 4.266" E	1.90	1.90	36.48	
	YUSUP (d)	Pangkalan Kasai	0° 38' 7.352" S	102° 23' 40.852" E	1.00	1.00	19.20	
	YUSUP (e)	Pangkalan Kasai	0° 37' 54.525" S	102° 23' 36.514" E	1.80	1.80	34.56	
	YUSUP (f)	Pangkalan Kasai	0° 37' 46.019" S	102° 23' 37.748" E	2.00	2.00	38.40	
	YUSUP (g)	Pangkalan Kasai	0° 38' 31.227" S	102° 23' 53.195" E	2.00	2.00	38.40	
	YUSUP (h)	Pangkalan Kasai	0° 38' 12.511" S	102° 23' 40.402" E	2.00	2.00	38.40	
275	ZULKIFLI	Pangkalan Kasai	0° 38' 8.839" S	102° 23' 47.092" E	2.00	2.00	38.40	22 Feb 2020
276	ABDUL KADIR	Pangkalan Kasai	0° 36' 59.897" S	102° 25' 31.368" E	1.10	1.10	21.12	17 Mar 2020
277	ADI GUNAWAN	Pangkalan Kasai	0° 38' 10.266" S	102° 24' 11.714" E	1.40	1.40	26.88	02 Apr 2020
278	ANTONI	Pangkalan Kasai	0° 36' 49.807" S	102° 25' 0.920" E	1.00	1.00	19.20	03 Mar 2020
279	ATUN	Pangkalan Kasai	0° 36' 48.349" S	102° 25' 47.476" E	2.00	2.00	38.40	07 Apr 2020
280	DARMAWAN (a)	Pangkalan Kasai	0° 36' 36.889" S	102° 25' 21.339" E	1.30	1.30	24.96	11 Mar 2020
	DARMAWAN (b)	Pangkalan Kasai	0° 36' 52.037" S	102° 25' 23.323" E	2.00	1.52	38.40	
281	EDI SUPARDI	Pangkalan Kasai	0° 38' 33.390" S	102° 23' 42.799" E	1.00	1.00	19.20	12 Apr 2020

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282	GANDA SURYA (a)	Pangkalan Kasai	0° 36' 46.824" S	102° 25' 39.766" E	2.00	2.00	38.40	7 May 2020
	GANDA SURYA (b)	Pangkalan Kasai	0° 36' 43.129" S	102° 25' 42.990" E	2.00	2.00	38.40	
	GANDA SURYA (c)	Pangkalan Kasai	0° 36' 39.826" S	102° 25' 46.384" E	1.30	1.30	24.96	
283	IMRAN	Pangkalan Kasai	0° 36' 7.396" S	102° 25' 2.546" E	2.00	2.00	38.40	07 Apr 2020
284	JUMANI	Pangkalan Kasai	0° 36' 46.375" S	102° 25' 33.074" E	1.00	1.00	19.20	11 Apr 2020
285	LEGIANTO	Pangkalan Kasai	0° 37' 27.591" S	102° 24' 10.523" E	1.00	1.00	19.20	29 Apr 2020
286	MISBAH	Pangkalan Kasai	0° 36' 59.796" S	102° 25' 26.234" E	2.00	2.00	38.40	02 Apr 2020
287	NGATIMIN	Pangkalan Kasai	0° 36' 51.903" S	102° 24' 28.817" E	1.00	1.00	19.20	27 Apr 2020
288	ROHAINI	Pangkalan Kasai	0° 37' 53.005" S	102° 25' 32.767" E	1.60	1.60	30.72	04 Mar 2020
289	SADA UKUR GINTING	Pangkalan Kasai	0° 37' 24.576" S	102° 24' 12.136" E	1.70	1.70	32.64	20 Apr 2020
290	SARDI	Pangkalan Kasai	0° 36' 39.602" S	102° 25' 41.206" E	1.10	1.10	21.12	25 Feb 2020
291	SUARNO	Pangkalan Kasai	0° 36' 41.206" S	102° 25' 16.290" E	1.40	1.40	26.88	02 Apr 2020
292	SUGIANTO. B	Pangkalan Kasai	0° 38' 21.187" S	102° 25' 32.515" E	2.00	2.00	38.40	03 Mar 2020
293	SUGIANTO. B.	Kelesa	0° 40' 23.386" S	102° 27' 29.933" E	2.00	2.00	38.40	23 Apr 2020
294	SUGIRAN	Pangkalan Kasai	0° 36' 26.901" S	102° 25' 38.470" E	1.90	1.90	36.48	27 Apr 2020
295	SUGIYANTO	Pangkalan Kasai	0° 37' 58.388" S	102° 25' 15.075" E	1.10	1.03	21.12	05 Mar 2020
296	SUJONO	Pangkalan Kasai	0° 36' 6.875" S	102° 25' 5.899" E	1.00	1.00	19.20	06 Mar 2020
297	SUKIRAN (a)	Pangkalan Kasai	0° 37' 53.434" S	102° 24' 11.673" E	0.50	0.50	9.60	06 Mar 2020
	SUKIRAN (b)	Pangkalan Kasai	0° 37' 48.797" S	102° 24' 5.555" E	1.00	1.00	19.20	
298	SULAIMAN *)	Pangkalan Kasai	0° 37' 21.839" S	102° 26' 9.330" E	2.00	2.00	38.40	05 Mar 2020
299	SUMARDY	Pangkalan Kasai	0° 37' 29.484" S	102° 24' 30.702" E	1.00	1.00	19.20	13 Mar 2020
300	SUMARNO	Pangkalan Kasai	0° 36' 36.363" S	102° 25' 8.307" E	0.79	0.79	15.17	03 Mar 2020
301	SUSIANTO	Pangkalan Kasai	0° 36' 57.539" S	102° 24' 55.343" E	1.40	1.40	26.88	12 Mar 2020
302	SUWARDI	Pangkalan Kasai	0° 36' 54.922" S	102° 25' 44.656" E	2.00	2.00	38.40	12 Mar 2020
303	TOMY	Pangkalan Kasai	0° 36' 45.444" S	102° 24' 59.373" E	1.00	1.00	19.20	12 Mar 2020
304	TUMIJO	Pangkalan Kasai	0° 36' 29.349" S	102° 25' 27.737" E	0.90	0.90	17.28	09 Mar 2020
TOTAL					584.09	577.22	11,188.42	

Note: *) Smallholder sampled (yellow column)

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
BPJS	Badan Penyelenggara Jaminan Sosial
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
ICS	Internal Control System
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
KT	<i>Kelompok Tani</i>
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPSS	<i>Perkumpulan Petani Sawit Swadaya</i>
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure