

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (4)
- Recertification Assessment (Choose an item.)
- Extension of Scope

Client Company Name / Parent Company: First Resources Limited
Client Company / Parent Company Address: APL Tower Central Park 28th Floor, Podomoro City Jl. Letjend S. Parman Kav.28, Grogol Petamburan, Jakarta Barat, 11470, Indonesia
Certification Unit: PT Meridan Sejatisurya Plantation Sei Pingai Palm Oil Mill
Location of Certification Unit: Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia
Date of Final Report: 28/10/2022

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	First Resources Limited		
RSPO Membership Number	1-0047-08-000-00	Membership Approval Date	10/03/2008
Address	APL Tower Central Park 28th Floor, Podomoro City, Jl. Letjend S. Parman Kav.28, Grogol Petamburan, Jakarta Barat – 11470, Indonesia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	PT Meridan Sejatisurya Plantation Sei Pingai Palm Oil Mill		
Location / Address	Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia		
Website	www.first-resources.com		
Management Representative	Mr. Bambang Dwi Laksono	E-mail	bambang.dwilaksono@first-resources.com
Telephone	+62 21 2929 8888	Facsimile	+62 21 2929 8878

2. Certification Information			
Certificate Number	RSPO 634712	Certificate Start Date	24/11/2018
Date of First Certification	24/11/2018	Certificate Expiry Date	23/11/2023
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> Determination of the conformity of the client's management system, or parts of it, with audit criteria. Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <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 type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Indonesia National Interpretation 2020 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	45 MT FFB/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
EU-ISCC-Cert-ID230-20220009	ISCC	PT. SBC Asia Sertifikasi	19/05/2023
0020/MHI-ISPO	ISPO	PT. Mutu Hijau Lestari	21/03/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Sei Pingai Palm Oil Mill	Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia	0° 32' 17.11" N	101° 43' 47.54" E
Sei Pingai Estate	Desa Maredan, Kec. Tualang, Kab. Siak, Prop. Riau, Siak 28772, Indonesia	0° 32' 17.11" N	101° 43' 47.54" 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
Sei Pingai Estate	9,280.69	60.76	597.71	9,939.16	93.37
Total	9,280.69	60.76	597.71	9,939.16	93.37

Note:

- There is an increase of HCV area by 60.39 ha compared to previous assessment (previously 0.37 ha, currently totalled 60.76 ha). This 60.39 ha was previously as a potential HCV (planted riparian). Due to replanting program of 2021, this area was not replanted and stated/maintained as HCV area.
- There is an increase of planted area by 211.59 ha compared to previous assessment (previously 9,008.71 ha, currently totalled 9,280.69 ha). This 211.59 ha previously was replanting under progress that included in other area.
- There is a decrease of infrastructure and other area by 332.37 ha compared to previous assessment (previously 930.08 ha, currently totalled 597.71 ha). This other area is under progress of replanting that can make value fluctuate if there any replanting activities.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Sei Pingai Estate	2,631.72	-	5,011.39	1,637.58	6,648.97	2,631.72
Total (ha)	2,631.72	-	5,011.39	1,637.58	6,648.97	2,631.72

Note: Only Mature area is considered as production area

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2021 – Oct 2022)	Actual (Aug 2021 – July 2022)		Forecast (Nov 2022 – Oct 2023)
		Previous license period (Aug – Oct 2021)	Current license period (Nov 2021 - July 2022)	
Sei Pingai Estate	140,300	37,667	99,183	140,157
Total	140,300	136,850		140,157
Note: -				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2021 – Oct 2022)	Actual (Aug 2021 – July 2022)		Forecast (Nov 2022 – Oct 2023)
		Previous license period (Aug – Oct 2021)	Current license period (Nov 2021 - July 2022)	
NA		NA	NA	
Total		NA		
Note: -				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Nov 2021 – Oct 2022)	Actual (Aug 2021 – July 2022)		Forecast (Nov 2022 – Oct 2023)
		Previous license period (Aug – Oct 2021)	Current license period (Nov 2021 - July 2022)	
NA	NA	NA	NA	NA
Total	NA	NA		NA
Note: -				

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)
1	Aug 2021	12,108	0	12,108
2	Sep 2021	13,308	0	13,308
3	Oct 2021	12,252	0	12,252

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4	Nov 2021	11,857	0	11,857
5	Dec 2021	11,647	0	11,647
6	Jan 2022	11,545	0	11,545
7	Feb 2022	9,969	0	9,969
8	Mar 2022	10,278	0	10,278
9	Apr 2022	9,723	0	9,723
10	May 2022	9,939	0	9,939
11	Jun 2022	11,622	0	11,622
12	Jul 2022	12,602	0	12,602
TOTAL		136,850	0	136,850

Note: PT Meridan doesn't have scheme smallholder and didn't have supplier from independent smallholder at previous audit. The 5 company who supplied their FFBs from previous audit are under First Resources Group, which are currently supply their FFB to PT Setia Agrindo Mandiri (First Resources Group) that just build its Mill, and the location is nearer to those 5 companies

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Nov 2021 – Oct 2022)	Actual (Aug 2021 – July 2022)		Forecast (Nov 2022 – Oct 2023)
	Previous license period (Aug – Oct 2021)	Current license period (Nov 2021 - July 2022)	
FFB	FFB		FFB
140,300 mt	37,667 mt	99,183 mt	140,157 mt
	TOTAL	136,850 mt	
CPO (OER: 22%)	CPO (OER: 21.24 %)		CPO (OER: 22.5%)
30,866 mt	8,016 mt	21,055 mt	31,535 mt
	TOTAL	29,071 mt	
PK (KER: 5.49%)	PK (KER: 5.60 %)		PK (KER: 5.5%)
7,716 mt	2,157 mt	5,487 mt	7,708 mt
	TOTAL	7,644 mt	
Note: -			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Aug 2021	2,560	662
2	Sep 2021	2,829	776
3	Oct 2021	2,627	719
4	Nov 2021	2,497	656

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5	Dec 2021	2,537	666
6	Jan 2022	2,465	642
7	Feb 2022	2,036	554
8	Mar 2022	2,233	574
9	Apr 2022	2,085	548
10	May 2022	2,093	544
11	Jun 2022	2,423	627
12	Jul 2022	2,686	676
TOTAL		29,071	7,644

Note: -

11. Summary of Actual Volume sold

Current License period (Nov 2021 – July 2022)

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	16,019	0	0	16,019
PK (MT)	4,335	0	0	1,234	5,569
Credits	0	0	0	0	0

Previous License period (Aug - Oct 2021)

CPO (MT)	0	8,127	0	0	8,127
PK (MT)	1,867	0	0	171	2,039
Credits	0	0	0	0	0

Note:

Conventional is RSPO certified material but sold as non-RSPO.

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)
1.	Buyer A	RSPO_PO1000002637	0	6,202
TOTAL			0	6,202

Note: -

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11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Buyer A	ISCC	21,059	0
2	Buyer B	ISCC	3,087	0
TOTAL			24,146	0
Note: -				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	Buyer A	0	1,405
TOTAL		0	1,405
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
NA	NA	NA	NA
TOTAL			NA
Note: -			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (not applicable)			Actual (not applicable)			Forecast (not applicable)		
	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			NA			NA			
IS-CSPO	NA	NA		NA	NA		NA	NA	
IS-CSPKO	NA	NA		NA	NA		NA	NA	
IS-CSPKE	NA	NA		NA	NA		NA	NA	
CSPK	NA	NA		NA	NA		NA	NA	

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12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
NA	NA	NA	NA	NA	NA	NA
TOTAL		NA	NA	NA	NA	NA

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period							
Credits				NA	NA	NA	NA
Physical	NA	NA	NA				
Previous License period							
Credits				NA	NA	NA	NA
Physical	NA	NA	NA				

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
NA	NA	NA	NA	NA	NA	NA	NA
TOTAL			NA	NA	NA	NA	NA

Note:

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: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@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 27 – 29 September 2022 The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base 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 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. Indonesia National Interpretation 2020 of the RSPO P&C 2018 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.

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.

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.

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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)
Sei Pingai POM	X	X	X	X	X
Sei Pingai Estate	X	X	X	X	X

Tentative Date of Next Visit: October 2, 2023 - October 4, 2023

Total Number of Mandays: 10

2.2 BSI Assessment Team

Name	Role	Competency
Arif Faisal Simatupang (AFS)	Team Leader	<p>Education: Holds a Bachelor Degree in Agriculture, Majoring Agronomy, Gadjah Mada University</p> <p>Work Experience: Over 3 years of working experience in palm oil estate as Land Acquisition Officer and later as Division Manager with PT PP London Sumatera Indonesia Tbk. 8 years working experience as auditor since 2014 covering RSPO P&C and ISPO.</p> <p>Training attended: Completed ISO9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, ISO 45001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCC Auditor Lead Auditor Course, ISPO Auditor Training, HCV and GIS training and SA8000 Auditor training.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit, he assessed the elements of plantation legality, OHS, and agronomy</p>
Yudwi Wisnu Rahmanto (YW)	Team Member	<p>Education: Holds a Bachelor of Forestry with Silviculture, Faculty of Forestry, University of Gadjah Mada</p> <p>Work Experience: 7 months working experience in palm oil industry as Agronomy Field Assistant. 11 years working experience as sustainability auditor covering Sustainable Forest Management by FSC FM/COC Scheme, RSPO, ISPO, Coffee And Farmer Equity (C.A.F.E Practices) Starbucks, Organic Standard (EU, NOP, JAS) for Coffee Farmers and Organic Exchange for Textile</p> <p>Training attended: Completed Endorsed RSPO P&C Lead Auditor Training Course, RSPO NEXT, ISPO Auditor/Lead Auditor Course, RSPO P&C Social and Labour Standards and the Mechanics of Social Auditing Training, SMETA Requirements Training, ISO 9001:2008 Auditor/Lead Auditor Course, GIS-Basic Mapping and Spatial Analysis, Timber Legality Assurance System (SVLK), Verification Organization Training C.A.F.E Practices (Starbucks), UTZ Programme, High Conservation Value (HCV) Training, Sustainability Reporting Assurance Training, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, RSPO ISH</p>

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		<p>Standard Training Course and Endorsed RSPO Supply Chain Lead Auditor Training Course.</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit, he assessed the element of social</p>
Andi Pratama Pasaribu (AP)	Team Member	<p>Education: Holds a Bachelor Degree majoring Social Economy, Jember University</p> <p>Work Experience: 5 years working experience as Field Agronomy Assistant. 8 years working experience as RSPO Auditor / Lead Auditor.</p> <p>Training attended: Completed Indonesian Sustainable Palm Oil (ISPO) Lead Auditor training, Endorsed RSPO P&C Lead Auditor course, Introductory Course for High Conservation Value and High Carbon Stock (HCS) in Oil Palm Plantation, ISO 9001:2008 Lead Auditor course, ISO 14001:2005 Lead Auditor course, ISO45001:2018 Lead Auditor Course, RSPO endorsed RSPO SCCS Lead Auditor course, SMETA requirements training</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit, he assessed the element of supply chain</p>
Nanang Mualib (NM)	Team Member	<p>Education: Holds a Bachelor Degree of Forestry, Bogor Agricultural University (IPB)</p> <p>Work Experience: 4 years working experience with Forestry Department, 2 years working experience with WWF for sustainable forest management and 17 years working experience as RSPO auditor.</p> <p>Training attended: Completed the ISO 9001 Lead Auditor Course, Technical Training of HCV Assessment; ISPO Lead Auditor endorsed Course, Endorsed RSPO P&C Lead auditor course, SMETA Requirements training</p> <p>Language proficiency: Fluent in Bahasa Indonesia and English</p> <p>Aspect covered in this audit: During this audit, he assessed the element of environmental and HCV management.</p>

Accompanying Persons:

Name	Role
-	-

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment

Date	Time	Subjects	AFS	YW	NR	AP
Tuesday, 27 Sep 2022	08.00 – 10.00	Flight from Jakarta to Pekanbaru	√	√	√	√
	10.00 – 11.30	Traveling from Pekanbaru to PT Meridan Sejatisurya Plantation	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√
	14.00 – 14.30	Opening Meeting <ul style="list-style-type: none"> • Presentation of unit of certification profile • Presentation of audit process and audit plan 	√	√	√	√
	14.30 – 17.00	Document review Stakeholder Consultation to: Local communities, local contractors, scheme smallholder (if any), gender committee, worker union, etc.	√	√	√	√
Wednesday, 28 Sep 2022	08.00 – 12.00	Document review Field Observation of Sei Pingai Estate <ul style="list-style-type: none"> • Observation of HGU/land demarcation aspect. • Observation of harvesting & FFB transportation, pesticides application, IPM, manuring, EFB application, etc. • Observation of chemical storage, fertilizer storage, hazardous waste storage, fire control facilities, clinic, waste management, engine room, workshop, etc. • Observation of housing complex, school, day-care, worship places, sport facilities, domestic waste management, etc. • Observation of HCV/conservation area & POME Land Application (if any) 	√	√	√	√
	12.00 – 14.00	Break	√	√	√	√

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Date	Time	Subjects	AFS	YW	NR	AP
	14.00 – 17.00	<p>Document review</p> <p>Field Observation of Sei Pingai POM</p> <ul style="list-style-type: none"> • Observation of supply chain (FFB receiving, weighbridge) • Observation of FFB grading, processing activity, product despatch • Observation of chemical storage, hazardous waste storage, fire control simulation, etc • Observation of WWTP, WTP, EBA 	√	√	√	√
Thursday 29 Sep 2022	08.00 – 12.00	<p>Document review</p> <p>Stakeholder Consultation to (by phone): Government agencies (Plantation Agency, Environmental Agency, Manpower Agency, Agrarian Agency).</p>	√	√	√	
	12.00 – 13.30	Break & Auditor’s internal discussion for closing meeting preparation	√	√	√	
	13.30 – 14.30	<p>Closing Meeting</p> <p>Presentation of audit result (NCR, OFI), conclusion and recommendation</p>	√	√	√	
	14.30 – 16.00	Traveling from PT Meridan Sejatisurya Plantation to Pekanbaru	√	√	√	
	17.30 – 19.30	Flight from Pekanbaru to Jakarta	√	√	√	

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?	Yes. First Resources Limited included 33 management units, comprise of estates and mills.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	<p>Not all estates and mills certified within five (5) years after obtaining RSPO membership. However, the company has obtained RSPO approval on 29 September 2022 of the latest TBP using template on 21 December 2021.</p> <ul style="list-style-type: none"> • RSPO membership 10th March 2008. • First Resources Limited’s timebound plan begin with target year to implement RSPO P&C on 2018 – 2023. • BSI noted First Resources Limited issued with suspension related to the certification of other management unit under its subsidiary. • These events led to certification postponement for First Resources Limited and its subsidiaries. BSI have performed the RSPO Initial Certification Assessment Visit for PT. Meridan Sejatisurya Plantation on 29 June – 2 July 2015. However, upon successful certification recommendation, RSPO P&C certificate cannot be issued – as restricted out by RSPO. • The first timebound plan was to start 2015 up to 2024. Due to complaint case for First Resources Ltd. (parent company) in RSPO, causing the parent company unable to progress/fulfil the timebound plan for RSPO certification within the management units for three years (2015-2017). Therefore the certification targets planned for 2015-2017 cannot be achieved. • First Resources Ltd. have permission to start certification process in 17 April 2018: “The Complaints Panel notes that First Resources has accepted the liability calculation by the Compensation Panel, and thereby have met the 1st milestone 	Complied

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	<p>by completing the Land Use Change Analysis (LUCA)</p> <ul style="list-style-type: none"> • Accordingly, the Complaints Panel determines that the suspension related to the certification of the other management units of First Resources, aside from PT Limpah Sejahtera, is lifted. First Resources may proceed with their certification process. • Notwithstanding, while proceeding with the certification process, First Resources is required to meet the 2nd (Approval of compensation concept note by the Compensation Panel) and 3rd (Approval of Remediation and Compensation Plan by the Compensation Panel) milestones no later than 6 months from the date of endorsement of the LUCA by the Compensation Panel. Failure to do so will be viewed severely and may lead to the suspension and eventual termination of membership.” • RSPO issued another suspension to First Resources Limited certification process from March 2019 and lifted in February 2020 due to an RSPO Complaint for PT. Limpah Sejahtera. (Letter from RSPO – Chairperson of the RSPO Complaints Panel, dated 17th February 2020, subject: Re-Complaints Panel’s Decision on the Request for the Lifting of the Suspension of the Certification Process of PT Limpah Sejahtera and all uncertified management unit) 	
<p>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.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>No, there is new acquisition in the latest timebound plan submitted by First Resources Limited in 7 October 2021 to RSPO.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Yes. First Resources Limited demonstrate latest timebound plan changes to RSPO Secretariat in</p> <p>7 October 2021, FR limited has received the email from RSPO Secretary, the statement is: Based on internal discussion and agreement, CB agree to approve the revised the time bound plan for First Resources to certify all of its management units beyond</p>	<p>Complied</p>

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	<p>the period of 5 years after membership, and based on the new planned year of certification as per attached.</p>	
<p>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?</p>	<p>Yes, there is changes in the First Resources Limited’s timebound plan. First Resources Limited demonstrate latest timebound plan changes to RSPO Secretariat in 7 October 2021. First Resources Limited submitted ACOP 2021 Report on 20 May 2022. The report has reviewed for the consistency.</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>Yes, there is isolated lapse identified. Minor non compliance has been raised in this ASA 4. First Resources Limited submitted the latest timebound plan changes to RSPO Secretariat in 7 October 2021. Based on the revised timebound plan, RSPO P&C certification of PT.Limpah Sejahtera, PT. Panca Surya Agrindo, PT Swadaya Mukti Prakarsa – was planned in 2021 and missed. First Resources provides explanation: a. RSPO Complaints Panel issued letter to First Resources Limited, 11 March 2019 – RSPO Complaints Panel is putting suspension on First Resources Limited’s subsidiaries, PT. Limpah Sejahtera and suspension of further certification processes of all other uncertified management units. <i>- Section 3 On the basis of Aforesaid, the complaints Panel hereby directs the following: 3.1 The LUCA dated 2 February 2018 and the Final Conservation Liability be made null and void, and the RaCP process is deferred; 3.2 The Respondent shall submit the latest Soil Survey, The Peat Management Plan and copies of land permits for independent review, no later than 10 working days from date of this letter; 3.3 On the basis of the above (3.2) review, it shall be determined if an on-site verification will be required to determine the depth of the peat area already planted; 3.4 Subject to the completion of 3.2 and 3.3, and on-site verification if required, the RSPO Secretariat will engage an independent GIS consultant to conduct a fresh LUCA based on the information provided and the 2017 Kesatuan hidrologis</i></p>	<p>Complied</p>

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	<p><i>Gambut (KHG) indicative peat maps. Cost of the same to be borne by the Respondent. The remediation and compensation process to resume subsequently."</i></p> <p>- <i>Section 4 In light of the fact that the LUCA is deemed null and void, the Respondent's compliance in meeting Milestone 1 in the 11 April 2017 decision of Complaints Panel is considered ineffective. Thus the suspension of the certification process of PT. Limbah Sejahtera remains in force; and the suspension of further certification processes of all other uncertified management units is reinstated. Lifting of suspension is subject to completion of activities under clause 3.4 above.</i></p> <p>b. RSPO Complaints Panel issued letter to First Resources Limited, 17 February 2020 – RSPO Complaints Panel is lifting suspension on First Resources Limited's subsidiaries, PT. Limbah Sejahtera and lifting suspension of certification processes of all other uncertified management units.</p> <p>- <i>Section 5 Upon taking of the above into consideration, take note that the Complaint Panel hereby allows the Respondent's request for the lifting of the suspension of the certification process of First Resources Limited and its subsidiaries effective from the date of this letter and subject to the strict adherence of the following selfimposed conditions by the Respondents: 5.1 The Respondents shall accept the decision by the Compensations Panel on the FCL and the environmental remediation; and 5.2 the Respondent shall give full commitment to continue the next stage of RaCP;</i></p> <p>c. COVID-19 pandemic starting from early 2020, cannot perform onsite audit.</p>	
<p>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</p>	<p>No, there was no fundamental failure such as unable to justify delay in planning the assessment. The parent company demonstrates willingness to move forward and certifying the subsidiaries.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		

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<p>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.</p>	<p>BSI noted there was a violation against RSPO P&C 7.12 in First Resources Limited’s subsidiary. It was issued with liability under RSPO Remediation and Compensation Procedure. First Resources demonstrate a letter from RSPO Complaint Panel in April 2018:</p> <p>“The Complaints Panel notes that First Resources has accepted the liability calculation by the Compensation Panel, and thereby have met the 1st milestone by completing the Land Use Change Analysis (LUCA).</p> <p>Accordingly, the Complaints Panel determines that the suspension related to the certification of the other management units of First Resources, aside from PT Limpah Sejahtera, is lifted. First Resources may proceed with their certification process.</p> <p>Notwithstanding, while proceeding with the certification process, First Resources is required to meet the 2nd (Approval of compensation concept note by the Compensation Panel) and 3rd (Approval of Remediation and Compensation Plan by the Compensation Panel) milestones, no later than 6 months from the date of endorsement of the LUCA by the Compensation Panel. Failure to do so will be viewed severely and may lead to the suspension and eventual termination of membership.”</p> <p>Update Concept note for PT Limpah Sejahtera :</p> <ul style="list-style-type: none"> - Advisory Note has been endorsed - RSPO decided that FR continue oil palm plantation activities according to BMP for Peat Vol. 1 - The (revised) RaCP Concept Note has been aligned according to Advisory Note and RSPO BMP Vol 1. The Concept Note and has been submitted to RSPO Compensation Panel for review, while the company preparing the Compensation Plan. - Jul 22, 2022: There have been a few issues raised by the Compensation Panel with regard to the content of the concept note, and the company is to address the concerns in the revised concept note. 	<p>Complied</p>
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	<p>- Sep 17, 2022: All issues have been addressed and the revised concept note has been resubmitted. Now waiting review result and/or approval for Concept Note from RSPO.</p> <p>BSI noted First Resources Limited demonstrates commitment to comply with RSPO prerequisites prior to continuing with RSPO P&C certification process.</p>	
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>First Resources Limited demonstrate effort to comply with RSPO requirements for New Planting Procedures, for new plantings since 1 January 2010. Sample seen: PT. Mitra Karya Sentosa in June 2014; PT. Ketapang Agro Lestari in 2012 (TUV Nord); PT. Borneo Persada Energy Jaya in 2012 (TUV Nord);</p>	<p>Complied</p>
<p>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.</p>	<p>There was no land conflict noted, based on audit team verification to RSPO Case Tracker, RSPO RaCP Tracker, Social Media and Internet browsing.</p> <p>Audit team checked the RSPO RaCP Tracker to confirm for any land conflicts/liabilities. Audit team found RSPO RaCP Tracker stating First Resources Limited has 5 Management Units with Potential Liability; 5 LUCA submitted; 2 LUCA review completed; 4 Concept Note Required; 1 Concept Note Submitted; 0 Concept Note Approved; 0 Compensation Plan Submitted; 0 Compensation Plan Endorsed; 4 Remediation Plan Required; 0 Remediation Plan Submitted; 0 Remediation Plan Approved.</p> <p>First Resources Limited indicating they have submitted the LUCA, responded to LUCA review and submitting Concept Note (where liability identified). The 5 Management Units: PT. Borneo Surya Mining Jaya: LUCA review completed; no compensation & remediation required. PT. Limpah Sejahtera: LUCA review completed; Concept Note submitted; PT. Gerbang Sawit Indah: LUCA submitted and under review process. PT. Panca Surya Agrindo: LUCA submitted and under review process. PT. Swadaya Mukti Pratama: LUCA submitted and under review process.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO</p>	<p>Based on review upon internal audit report from</p>	<p>Complied</p>

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<p>P&C criterion 4.2</p>	<p>uncertified management unit of</p> <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report Desember 2021, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Umekah Sari Pratama, Internal audit report Desember 2021, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, concluded no significant labor disputes, no violation against criterion 4.2; - PT. Surya Intisari Raya, Internal audit report March 2021, concluded no significant labor disputes, no violation against criterion 4.2; <p>Audit team checked the RSPO website, no labor dispute complaint recorded for subsidiaries/uncertified management unit under First Resources Limited.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>Based on review upon internal audit report from</p> <p>uncertified management unit of</p> <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report December 2021, concluded no legal non-compliance/criterion 2.1; - PT. Umekah Sari Pratama, Internal audit report December 2021, concluded no legal noncompliance/criterion 2.1; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, concluded no legal noncompliance/ criterion 2.1; - PT. Surya Intisari Raya, Internal audit report March 2021, concluded no legal noncompliance/ criterion 2.1; <p>Audit team checked the RSPO website, no complaint related to legal compliance recorded for subsidiaries/un-certified management unit under First Resources Limited.</p>	<p>Complied</p>
<p>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.</p>	<p>Based on review upon internal audit report from uncertified management unit of</p> <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report December 2021, concluded no legal non-compliance; 	<p>Complied</p>

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	<ul style="list-style-type: none"> - PT. Umekah Sari Pratama, Internal audit report December 2021, concluded no legal noncompliance; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, concluded no legal noncompliance; - PT. Surya Intisari Raya, Internal audit report March 2021, concluded no legal noncompliance; <p>Audit team checked the RSPO website, no complaint related to legal compliance recorded for subsidiaries/un-certified management unit under First Resources Limited.</p>	
<p>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?</p>	<p>Based on review upon internal audit report from uncertified management unit of</p> <ul style="list-style-type: none"> - PT. Borneo Persada Energy Jaya, Internal audit report December 2021, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Umekah Sari Pratama, Internal audit report November December 2021, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Perdana Intisawit Perkasa, Internal audit report March 2021, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; - PT. Surya Intisari Raya, Internal audit report March 2021, stipulated no Critical NC identified against criterion 2.1, 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12; <p>There is violation against 7.12 in uncertified management unit PT. Limpah Sejahtera. This has been raised into RSPO Complaint Panel.</p> <p>First Resources Limited actively addressed the issues raised: sending latest soil survey, the peat management plan, copies of HGU certificates to RSPO Secretariat on 8 April 2019; carried out Independent Review on 25 July 2019 by Prof. Dr. Azwar Maas from Gadjah Mada University, Yogyakarta, Indonesia; Send out refreshed LUCA in October 2019.</p> <p>Sighted RSPO Complaints Panel letter dated 17 February 2020 stipulated "Complaints Panel hereby allows the Respondents</p>	<p>Complied</p>

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	<p>request for the lifting of suspension of the certification process of First Resources Limited and its subsidiaries ...”</p> <p>Audit team checked the RSPO Case Tracker, 3 active complaints related to First Resources Limited and its subsidiaries:</p> <p>RSPO/2020/12/EN</p> <ul style="list-style-type: none"> • Update in case tracker dated 27 July 2022: “The Briefing Note has been peer reviewed and is ready for submission to the CP.” • First Resources Limited is waiting for information from RSPO. • Referring to the advertisement above, RSPO has chosen their independent reviewer. <p>RSPO2021/04/EN</p> <ul style="list-style-type: none"> • Update in case tracker dated 27 July 2022: “The ToR has been drafted and in the midst of being peer reviewed prior to submission to the CP.” • First Resources Limited is waiting for information from RSPO. <p>RSPO/2021/07/SW</p> <ul style="list-style-type: none"> • Update in case tracker dated 23 July 2022: “The CP’s directive to stop the Bilateral Engagement process has been conveyed to the Parties. <p>The Secretariat will process the complaint in accordance with the Complaints and Appeals Procedures.”</p> <ul style="list-style-type: none"> • First Resources Limited is waiting for information from RSPO. 	
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Audit team wanted to conduct stakeholder consultation upon 3 active complaints in RSPO Case Tracker. However, all of the active complaints stated the complainant as “Confidential”.</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>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 major NC if this requirement is not met after three years.</p>	<p>PT. Meridan Sejatisurya Plantation does not have scheme smallholder or scheme outgrower as their supply bases.</p> <p>Not applicable.</p>	<p>Not Applicable</p>

Approved Time Bound Plan

No	Unit name	Mill (YES or NO)	Location	Location	Previous TBP	Approved revised RSPO TBP
1	PT Arindo Trisejahtera	YES	Riau	Riau, Indonesia	2018	2018 - certified
2	PT Meridan Sejatisurya Plantation	YES	Riau	Riau, Indonesia	2018	2018 - certified
3	PT Subur Arum Makmur	YES	Riau	Riau, Indonesia	2019	2020 - certified
4	PT Surya Intisari Raya	YES	Riau	Riau, Indonesia	2019	2022 - certified
5	PT Perdana Intisawit Perkasa	YES	Riau	Riau, Indonesia	2020	2022 - certified
6	PT Ketapang Agro Lestari	YES	Kaltim	East Kalimantan, Indonesia	2021	2022 - certified
7	PT Limpah Sejahtera	YES	Kalbar	West Kalimantan, Indonesia	2020	2021- waiting RaCP (concept note)
8	PT Panca Surya Agrindo	YES	Riau	Riau, Indonesia	2019	2021- LUCA in review process
9	PT Swadaya Mukti Prakarsa	YES	Kalbar	West Kalimantan, Indonesia	2020	2021- LUCA in review process
10	PT Mitra Karya Sentosa 2	NO	Kalbar	West Kalimantan, Indonesia	-	2022 (to be audited in Nov-Dec by PT Mutuagung Lestari)
11	PT Citra Agro Kencana	YES	Kaltim	East Kalimantan, Indonesia	2023	2022 – audited by BSI in July 2022
12	PT Borneo Persada Energy Jaya	NO	Kaltim	East Kalimantan, Indonesia	2023	2022 – audited by BSI in July 2022
13	PT Borneo Surya Mining Jaya	NO	Kaltim	East Kalimantan, Indonesia	2022	2022 (to be audited in Nov-Dec by PT Mutuagung Lestari)
14	PT Umekah Sari Pratama	YES	Kalbar	West Kalimantan, Indonesia	2022	2023
15	PT Mitra Karya Sentosa 1	YES	Kalbar	West Kalimantan, Indonesia	2023	2023
16	PT Muriniwood Indah Industry	YES	Riau	Riau, Indonesia	2021	2023
17	PT Ciliandra Perkasa	YES	Riau	Riau, Indonesia	2022	2023
18	PT Subur Arum Makmur 2	YES	Riau	Riau, Indonesia	2023	2024

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19	PT Perdana Intisawit Perkasa 2	YES	Riau	Riau, Indonesia	2023	2024
20	PT Meridan Sejatisurya Plantation - BA	YES	Riau	Riau, Indonesia	2023	2024
21	PT Priatama Riau	NO	Riau	Riau, Indonesia	2023	2024
22	PT Falcon Agri Persada	NO	Kalbar	West Kalimantan, Indonesia	2023	2024
23	PT Setia Agrindo Mandiri	YES	Riau	Riau, Indonesia	2021	2025
24	PT Surya Dumai Agrindo	NO	Riau	Riau, Indonesia	2023	2025
25	PT Pulau Tiga Lestari Jaya	NO	Kalbar	West Kalimantan, Indonesia	2023	2025
26	PT Borneo Ketapang Permai	NO	Kalbar	West Kalimantan, Indonesia	2023	2025
27	PT Gerbang Sawit Indah	NO	Riau	Riau, Indonesia	2022	2025
28	PT Indogreen Jaya Abadi	NO	Riau	Riau, Indonesia	2021	2026
29	PT Setia Agrindo Lestari	NO	Riau	Riau, Indonesia	2021	2026
30	PT Citra Palma Kencana	NO	Riau	Riau, Indonesia	2021	2026
31	PT Karya Tama Bakti Mulia	NO	Riau	Riau, Indonesia	2023	2026
32	PT Bumi Sawit Perkasa	NO	Riau	Riau, Indonesia	2023	2026
33	PT Maha Karya Bersama	NO	Kaltim	East Kalimantan, Indonesia	2023	2026

Reasons to extend RSPO TBP

1. Suspension of FR's certification process from Mar 2019-Feb 2020 due to an RSPO Complaint
2. COVID-19 pandemic starting from early 2020
3. Increase of number of mills from 15 mills in 2018 to 18 mills in 2020
4. *Hak Guna Usaha* (HGU) not yet obtained for seven PTs Note: First P&C certificate received in 2018

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 was no (0) Critical; two (2) Minor nonconformities and one of OFI Opportunity For Improvement raised. The PT Meridan Sejatisurya Plantation 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 #	2253280-202209-N1	Issued Date	29/09/2022
Due Date	Next recertification audit	Closure Date	"Open"
Indicator & Category (Critical / Minor)	1.1.5 Minor		
Statement of Nonconformity:	List of stakeholder information in document " <i>Daftar Stakeholder</i> " (updated 30 July 2022) was not completed with contact number.		
Requirement Reference:	An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.		
Objective Evidence:	List of stakeholder " <i>Daftar Stakeholder</i> " (updated 30 July 2022) consist of: <ul style="list-style-type: none"> - Relevant Government Department (8 institutions in provincial level, 4 institutions in regency level, 2 institutions in district level) - Police Department (4 offices) - Villages (2 representatives) - Medical facilities (6 units) - College and School (6 units) - Community/Customary Leader (6 representatives) - NGO (1 international NGO, 1 local NGO) - Contractors and suppliers (5 contractors) - Internal stakeholders (3 organisations) - Previous landowner (53 previous landowner) However, contact number of those stakeholders is not available.		
Corrections:	Public Relations Officer will update the latest stakeholder list with complete information (address, name, contact number).		
Root Cause Analysis:	Public Relations does not yet have an effective strategy to identify the contact numbers of relevant stakeholders, especially for information on previous land owners.		
Corrective Actions:	Public Relations will re-identify for stakeholder information related to the company, especially information from previous land owners by visiting these stakeholders directly. For previous land owners, more in-depth identification will also be carried out, including the status of whether they are still domiciled around the company or have left, and the status is still alive or passed away.		

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Assessment Conclusion:	The correction and corrective action plan have been accepted. The compliance of this NC will be verified on the next assessment.
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Non-conformity											
NCR Ref #	2253280-202209-N2	Issued Date	29/09/2022								
Due Date	Next recertification audit	Closure Date	"Open"								
Indicator & Category (Critical / Minor)	SPO P&C Certification System 2020 – Indicator 5.5.2 (Minor)										
Statement of Nonconformity:	First Resources Limited has an isolated-lapses in the implementation of the time-bound plan.										
Requirement Reference:	<p>5.5.2 Time-bound plan: A time-bound plan for certifying all its management units and/or entities, including the units where the organisation has management control and/or minor shareholding, is submitted to the CB during the initial certification audit. The time-bound plan shall contain a current list of all estates and mills.</p> <p>d. Where there are isolated lapses in the implementation of a time-bound plan, a minor non-compliance shall be raised. If there is evidence of fundamental failure to proceed with the implementation of the plan, a major non-compliance shall be raised.</p>										
Objective Evidence:	<p>Based on First Resources Ltd’s latest TBP approved by RSPO on 29 September 2022 (using the latest template on 21 December 2021), there are some units that has not been certified according to the target plan. Moreover, the obstacles is not in the domain of company, but due to LUCA processes in RSPO. Those units are:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Unit name</th> <th style="text-align: left;">Approved revised RSPO TBP</th> </tr> </thead> <tbody> <tr> <td>PT Limpah Sejahtera</td> <td>2021- waiting RaCP (concept note)</td> </tr> <tr> <td>PT Panca Surya Agrindo</td> <td>2021- LUCA in review process</td> </tr> <tr> <td>PT Swadaya Mukti Prakarsa</td> <td>2021- LUCA in review process</td> </tr> </tbody> </table>			Unit name	Approved revised RSPO TBP	PT Limpah Sejahtera	2021- waiting RaCP (concept note)	PT Panca Surya Agrindo	2021- LUCA in review process	PT Swadaya Mukti Prakarsa	2021- LUCA in review process
Unit name	Approved revised RSPO TBP										
PT Limpah Sejahtera	2021- waiting RaCP (concept note)										
PT Panca Surya Agrindo	2021- LUCA in review process										
PT Swadaya Mukti Prakarsa	2021- LUCA in review process										
Corrections:	The company will revise the timetable for units that have not yet undergone the certification process in coordination with the RSPO regarding the possible completion time of LUCA.										
Root Cause Analysis:	The company does not have full control for units that are hampered by external factor, such as the LUCA review process conducted by RSPO/third party.										
Corrective Actions:	The company will strengthening the monitoring for the First Resources Group unit target that will be certified according to the approved TBP while still coordinating with the RSPO and third party reviewer.										
Assessment Conclusion:	The correction and corrective action plan have been accepted. The compliance of this NC will be verified on the next assessment.										

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Opportunity for Improvements	
OFI #	Description
OFI 1	<p>Indicator 6.6.2 C</p> <p>Details:</p> <p>The unit of certification employs 7 workers with temporary (PKWT) status as maintenance staff in the Afdeling 1 employee housing and nursing staff at nursery. Procedures related to PKWT are listed in Collective Labor Agreement (CLA/PKB) 2021-2023 Chapter IV Article 16 and PKWT contracts are also available. Reporting obligations related to the use of labor have also been submitted to the Ministry of Manpower online on 27 May 2022 (Report No.: 28654.20220527). Because according to the rules for reporting labor only through online, while the Manpower Office of Siak Regency is not given access to receive this information, it would be better if the submission of labor reports (including PKWT/KHL (casual worker)/Contracts) to the Regency Office has been taken into consideration.</p>

Positive Findings	
PF #	Description
PF 1	-

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2087873-202108-M1	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 3.6.2 (Critical)		
Statement of Nonconformity:	The Unit of Certification has not consistent on implementation the OHS Program		
Requirement Reference:	3.6.2 (C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	<p>PT Meridan Suryasejati Plantaion – Sei Pingai POM has demonstrated the OHS program as per document of "Progran Kerja Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja 2021.</p> <p>However, during the field visit, the audit team found:</p> <ul style="list-style-type: none"> • In fertilizer and pesticides storage – was not provided eye wash /or shower as required in MSDS. • In Pesticides storage - found some of medicine were expired, e.g: Amonia Liquida (expired in October 2020), rivanol (expired in May 2021) • In fuel station – found fire extinguisher installed more than 125 Cm (too high) • Clinic – Medical Oxygen tube was not provided with safety cage 		

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Corrections:	<ul style="list-style-type: none"> • Provide the warehouse of fertilizers and pesticides with an eye wash or shower • Replace expired first aid kits • Improve the location and height of the fire extinguisher placement at the fuel station • Provide portable oxygen cylinders with safety equipment at the clinic
Root Cause Analysis:	Warehouse officers and clinic officers do not understand the procedures for routinely checking the company's Occupational Health and Safety implementation
Corrective Actions:	Re-socialization related to OSH norms to the PIC of the relevant section Ensure that the SMK3 program runs on the site
Assessment Conclusion:	<p>Data verified during NC closure:</p> <ul style="list-style-type: none"> • Record of "Berita Acara Pembuatan Informasi Volume Tangki Solar dan Perbaikan APAR", dated 4 August 2021. Prepared by Head of Administration. Document provided with photograph • Record of "Berita Acara Perbaikan Shower Gudang Pestisida dan Tabung Oksigen Klinik", dated 4 August 2021. Prepared by Head of Administration. Document provide with photograph • Record of training for first aider, location in central warehouse, dated 4 September 2021. Was attended by 6 workers • Record of socialization on using of PPE, location in workshop, dated 21st August 202, was attended by 21 workers. Document provide with photograph <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	During verification on ASA4, it is verified that the company has consistently implement the OHS Program. All objective evidence remain corrected. Corrective action consistently implemented, that warehouse officers and clinic officers understood the procedures for routinely checking the company's Occupational Health and Safety implementation.

Non-conformity			
NCR Ref #	2087873-202108-M2	Date Issued	5/8/2021
Due Date	4/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C Certification System 2020 – Indicator 5.5.2 (Critical)		
Statement of Nonconformity:	<p>First Resources Limited demonstrate latest timebound plan revised and submitted to RSPO Secretariat on 15 August 2019.</p> <p>First Resources Limited's further revised the timebound plan in August 2021. However, the revised timebound plan has not received approval from RSPO Secretariat.</p>		
Requirement Reference:	5.5.2 Time-bound plan: A time-bound plan for certifying all its management units and/or entities, including the units where the organisation has management control and/or minor shareholding, is submitted to the CB during the initial		

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	<p>certification audit. The time-bound plan shall contain a current list of all estates and mills.</p> <p>a. As a minimum, all estates and mills shall be certified within five (5) years after obtaining RSPO membership. Any new acquisitions shall be certified within a three-year time frame. Any deviations from these maximum periods requires approval by the RSPO Secretariat.</p>
Objective Evidence:	<p>Audit team review the following document and summarized the information:</p> <ul style="list-style-type: none"> • First Resources Limited’s membership approval date 10 March 2008 • First Resources Limited demonstrate latest timebound plan revised and submitted to RSPO Secretariat on 15 August 2019. The timebound plan indicated timebound plan year 2018 – 2023. • First Resources Limited shows latest revision of timebound plan in August 2021. The timebound plan indicated timebound plan year 2018 – 2026 (more than 5 years after obtaining RSPO membership). <p>However, the revised timebound plan August 2021 has not received approval from RSPO Secretariat.</p>
Corrections:	Submit the revised timebound plan to the RSPO Secretariat for approval
Root Cause Analysis:	<p>The timebound plan is not as planned, explained below:</p> <ul style="list-style-type: none"> • Postponement of the certification process by the RSPO for the period March 2019 to February 2020 • The condition of the Covid-19 pandemic since early 2020 until now. • There are several new POMs.
Corrective Actions:	Company management reviews the achievement of the timebound plan once a year after it is approved by the RSPO Secretariat
Assessment Conclusion:	<p>Data verified:</p> <p>Dated 7th October 2021, FR limited has receipt the email form RSPO Secretary, the statement is: Based on internal discussion and agreement, we agree to approve the revised the time bound plan for First Resources of certify all of its management unis beyond the period of 5 years after membership, and based on the new planned year of certification as per attached...”.</p> <p>The record of the email has been demonstrated during NCR verification</p> <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	First Resources Limited has demonstrated the latest timebound. Even though not all estates and mills certified within five (5) years after obtaining RSPO membership, the company has obtained RSPO approval on 29 September 2022 of the latest TBP using template on 21 December 2021.

Non-conformity			
NCR Ref #	2087873-202108-M3	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021

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Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 6.4.2 (Critical)
Statement of Nonconformity:	Certificate holder failed to implement verification procedures for new recruitment worker especially for worker age verification.
Requirement Reference:	(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.
Objective Evidence:	<p>Certificate holder has had Child Labour Policy as per Decree of The Board of Directors No: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is available in bilingual Bahasa Indonesia and English.</p> <p>During the site visit, auditor team interviewed the upkeep workers in block J06 Afdeling 6 obtained information that the one of them cannot show his ID Card and registration in BPJS Ketenagakerjaan.</p> <p>Based on document verification, certificate holder has shown the evidence (i.e Kartu Keluarga /Indonesian Family Card) that shown that the worker age was 18 year. However, until the audit finish, there is no evidence that the worker has had ID Card and register in BPJS Kesehatan/Ketenagakerjaan program.</p>
Corrections:	Assist the process of the employee's ID card in question
Root Cause Analysis:	Contractor control and evaluation has not run optimally, especially related to manpower
Corrective Actions:	<ul style="list-style-type: none"> • Reviewing the contractor evaluation system, especially related to employment • The Company ensures that all contractor workers have identification in the form of an Identity Card (KTP) and Health and Employment Insurance before working at the Company's location.
Assessment Conclusion:	<p>Data verified:</p> <ul style="list-style-type: none"> • ID card namely Mr Firman Zai, NIK: 1408*****, dated September 2021 • Register card for BPSJ Ketenagakerjaan, namely Mr Firman Zai. ID number: 1408*****, dated August 2021 <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verification of effectiveness on ASA4.</p> <p>According to employee’s data as per August 2022, Unit of Certification employed 343 permanent workers in Estate and 81 permanent workers at Mill.</p> <p>Based on interview with sample workers during field visit, auditor team found that harvesters, spraying workers and manuring workers are permanent and has been registered for Social Insurance (BPJS Tenaga Kerja) and Health Insurance (BPJS Kesehatan). This NC corrective actions are implemented effectively.</p>

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Non-conformity			
NCR Ref #	2087873-202108-M4	Date Issued	5/8/2021
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 6.7.3 (Critical)		
Statement of Nonconformity:	During field visit, the auditor team found sample workers was not use appropriate personal protective equipment (PPE) to cover all potentially hazardous operations.		
Requirement Reference:	6.7.3. (C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
Objective Evidence:	<p>PT Meridan Suryasejati Plantaion – Sei Pingai POM has defined the procedure for PPE no: PR.FR/COP.OP-APD issued date 1st October 2019. The procedure sated the company provide free of charge to all workers in the workplace, to cover all potentially hazardous operations.</p> <p>However, during the field visit, the audit team found:</p> <ul style="list-style-type: none"> • In Central Workshop - found the safety shoes for mechanic of heavy equipment has broken • In Sei Pingai POM - found the safety shoes for operator in boiler station was broken <p>Based on document review of “Daftar Serah Terima APD” and interview with workers sample the PPE provided for once a year, the last provided in March 2021.</p>		
Corrections:	Replace safety shoes for the employees concerned and take used safety shoes that are broken or cannot be reused		
Root Cause Analysis:	Process Assistants and Workshop Assistants have not identified damage to the use of PPE for safety shoes for employees who work in the factory and workshop areas		
Corrective Actions:	<ul style="list-style-type: none"> • Re-socialize the mechanism for using and maintaining PPE in the work environment so that the lifetime of the PPE is in accordance with the replacement recommendations • Checking the condition of workers' PPE every 3 months. 		
Assessment Conclusion:	<p>Data verified:</p> <ul style="list-style-type: none"> • Record of “Berita Acara Serah Terima APD – safety shoes”, dated 4 August 2021, • Record on monitoring of PPE stock, reported in 1st September 2021. • Record of training on PPE use, conducted on 21 August 2021, location in workshop, was attended by 11 workers. 		

	The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.
Effectiveness Closure (for previous audit closed Critical NC):	Based on verification on ASA4, it is verified that the company has consistently implement the correction and corrective action. During field visit, the auditor team found that all workers have used appropriate personal protective equipment (PPE) to cover all potentially hazardous operations. PPE has been provided to all workers according to the HIRAC and MSDS, they have been given annual awareness training on PPE usage.

Non-conformity														
NCR Ref #	2087873-202108-M5	Date Issued	5/8/2021											
Due Date	2/11/2021	Date of nonconformity Closure	15/10/2021											
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 3.8.7.ii (Critical)													
Statement of Nonconformity:	Unit of Certification has not informed the CB immediately if there is a projected overproduction of certified tonnage.													
Requirement Reference:	RSPO P&C INA NI 2020 – Indicator 3.8.7. Purchasing and Goods In i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.													
Objective Evidence:	PT Meridan Suryasejati Plantaion – Sei Pingai POM has demonstrated the FFB production as below: <table border="1" data-bbox="367 1478 1372 1769" style="margin-left: 20px;"> <thead> <tr> <th rowspan="2">Estimated last year (Nov2020 - Oct2021)</th> <th colspan="2">Actual (Sept 2019 – July 2021)</th> </tr> <tr> <th>Previous license period (Sept 2019 – Oct 2020)</th> <th>Current license period (Nov 2020 – July 2021)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">185,050</td> <td style="text-align: center;">175,419</td> <td style="text-align: center;">103,266</td> </tr> <tr> <td style="text-align: center;">185,050</td> <td colspan="2" style="text-align: center;">278,685</td> </tr> </tbody> </table> <p>However, if compared with Actual Production is higher than Estimated. Furthermore, Unit of Certification has not informed the CB immediately if there is a projected overproduction of certified tonnage.</p>			Estimated last year (Nov2020 - Oct2021)	Actual (Sept 2019 – July 2021)		Previous license period (Sept 2019 – Oct 2020)	Current license period (Nov 2020 – July 2021)	185,050	175,419	103,266	185,050	278,685	
Estimated last year (Nov2020 - Oct2021)	Actual (Sept 2019 – July 2021)													
	Previous license period (Sept 2019 – Oct 2020)	Current license period (Nov 2020 – July 2021)												
185,050	175,419	103,266												
185,050	278,685													
Corrections:	Has not prepare specific procedure to report for projected overproduction and request for volume extension in case of longer audit period due to pandemic situation													

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Root Cause Analysis:	<p>Request for volume extension to cover projected overproduction of certified tonnage to CB:</p> <table border="1" style="width: 100%;"> <tr> <td>Certificate Holder</td> <td>PT Meridan Sejati Surya Plantation</td> </tr> <tr> <td>Certificate number</td> <td>RSPO 634712</td> </tr> <tr> <td>CRN</td> <td>PT MER-0047557438-000</td> </tr> <tr> <td>FFB volume extension needed</td> <td>95,000 MT</td> </tr> <tr> <td>CPO volume extension needed</td> <td>21,000 MT</td> </tr> <tr> <td>PK volume extension needed</td> <td>4,700 MT</td> </tr> </table>	Certificate Holder	PT Meridan Sejati Surya Plantation	Certificate number	RSPO 634712	CRN	PT MER-0047557438-000	FFB volume extension needed	95,000 MT	CPO volume extension needed	21,000 MT	PK volume extension needed	4,700 MT
Certificate Holder	PT Meridan Sejati Surya Plantation												
Certificate number	RSPO 634712												
CRN	PT MER-0047557438-000												
FFB volume extension needed	95,000 MT												
CPO volume extension needed	21,000 MT												
PK volume extension needed	4,700 MT												
Corrective Actions:	<ul style="list-style-type: none"> • Ensure that in the procedure of RSPO supply chain "SOP Mekanisme Rantai Pasok RSPO" has explained that the mill shall inform the CB immediately if there is a projected overproduction of certified tonnage • Ensure the competence of the PIC in implementing the procedure of RSPO supply chain "SOP Mekanisme Rantai Pasok RSPO" 												
Assessment Conclusion:	<p>Data verified during NCR close :</p> <ul style="list-style-type: none"> • Based on review the document of SOP "Mekanisme Rantai Pasok RSPO" No:FR.CSM.MPRR Rev01, in point 5.8.3 has mentioned: If there is projected overproduction of certified tonnage as stated in the certificate or PalmTrace (PT), Mill Manager informs the Marketing Region and Corporate Sustainability to inform the CB immediately...." (<i>Apabila proyeksi produksi melebihi jatah produksi yang tercantum dalam sertifikat atau palm trace maka Mill Manager akan melaporkan ke bagian Marketing Region dan Corporate Sustainability untuk melaporkan kepada badan sertifikasi terkait penambahan jatah produksi SPO-RSPO</i>) • Record of refreshment of training attendance on implementing the procedure of SOP "Mekanisme Rantai Pasok RSPO" No:FR.CSM.MPRR Rev01, dated 7th September 2021 was attended by 3 workers of Marketing of Riau Region. Subject of training consist of: <ul style="list-style-type: none"> - Basic principles and requirements related to RSPO SCCS - Update procedures of RSPO SCCS - Roles and responsibilities of Marketing Region in implementing RSPO SCCS e.g: documented requirements, reporting mechanisms and confirmation of purchase or sale of RSPO products) - Handling of non-conformities/complaints related to RSPO certification. <p>The auditor team has been reviewed the evidence of the correction and corrective action. The support document/records evidence provided. The major NC was closed.</p>												
Effectiveness Closure (for previous audit closed Critical NC):	<p>Based on verification on ASA4, it is verified that the company has consistently implement the correction and corrective action. The PIC has aware how to monitor the quota and actual production. Therefore, there was no projection of overproduction on this ASA 4.</p>												

Non-conformity			
NCR Ref #	2087873-202108-N1	Date Issued	5/8/2021

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Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.1.8 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not prepared mutual agreement to support independent smallholder for certification.		
Requirement Reference:	5.1.8 The unit of certification supports independent smallholders with certification, where applicable, ensuring mutual agreement between the unit of certification and the smallholder on who runs the Internal Control System (ICS), who holds the certificate, and who owns and sells certified materials.		
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not prepared mutual agreement to support independent smallholder for certification.		
Corrections:	The company is scoping independent farmers in villages		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company identifies the willingness of independent smallholders in the RSPO ISH certification process		
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>PT Meridan Sejati Surya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <ol style="list-style-type: none"> a) Consultation on community empowerment programs and independent smallholders conducted in March 2022. b) Identification of oil palm smallholders in the villages around the company, conducted from March – August 2022. c) Introduction of RSPO and certification of independent smallholders from June – August 2022. d) Training on safe pesticide handling will be conducted in June – August 2022. e) Managerial and operational assistance of oil palm independent smallholder associations. <p>Based on an interview with the head of Simpang Beringin Village stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p>		

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	Based in this evidence, this NC is concluded as closed.
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Non-conformity			
NCR Ref #	2087873-202108-N2	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.1 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not consulted smallholders (irrespective of type) to support and improve their livelihood and their interest in RSPO certification.		
Requirement Reference:	5.2.1 The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.		
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not consulted smallholders (irrespective of type) to support and improve their livelihood and their interest in RSPO certification.		
Corrections:	The company is scoping independent farmers in villages		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company socializes managerial improvement and the best palm oil management to independent smallholders		
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>PT Meridan Sejati Surya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ol style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks</p>		

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	<p>and rubber gloves.</p> <p>The target for assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based on an interview with the head of Simpang Beringin Village, he stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p> <p>Based in this evidence, this NC is concluded as closed.</p>
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Non-conformity			
NCR Ref #	2087873-202108-N3	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.2 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not implemented livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).		
Requirement Reference:	5.2.2 The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).		
Objective Evidence:	<p>PT. Meridan Sejatisurya Plantation has prepared smallholder improvement programmes.</p> <p>PT. Meridan Sejatisurya Plantation has not implemented livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p>		
Corrections:	The company is scoping independent farmers in villages		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company socializes and identifies the legality of independent smallholders in villages		
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <p>a) Consultation on community empowerment programs and independent smallholders conducted in March 2022.</p> <p>b) Identification of oil palm smallholders in the villages around the company, conducted from March – August 2022.</p>		

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	<p>c) Introduction of RSPO and certification of independent smallholders from June – August 2022.</p> <p>d) Training on safe pesticide handling will be conducted in June – August 2022.</p> <p>e) Managerial and operational assistance of oil palm independent smallholder associations.</p> <p>PT Meridan Sejatisurya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ol style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves.</p> <p>The target for assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based in this evidence, this NC is concluded as closed.</p>
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Non-conformity			
NCR Ref #	2087873-202108-N4	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.3 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not provided support to promote legality of FFB production.		

Requirement Reference:	5.2.3 Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not provided support to promote legality of FFB production.
Corrections:	The company is scoping independent farmers in villages
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM
Corrective Actions:	The company socializes and identifies the legality of independent smallholders in villages
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <ul style="list-style-type: none"> a) Consultation on community empowerment programs and independent smallholders conducted in March 2022. b) Identification of oil palm smallholders in the villages around the company, conducted from March – August 2022. c) Introduction of RSPO and certification of independent smallholders from June – August 2022. d) Training on safe pesticide handling will be conducted in June – August 2022. e) Managerial and operational assistance of oil palm independent smallholder associations. <p>PT Meridan Sejatisurya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ul style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ul style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves.</p>

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	<p>The target for assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based on an interview with the head of Simpang Beringin Village, he stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p> <p>Based in this evidence, this NC is concluded as closed.</p>
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Non-conformity			
NCR Ref #	2087873-202108-N5	Date Issued	5/8/2021
Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 5.2.5 (minor)		
Statement of Nonconformity:	PT. Meridan Sejatisurya Plantation has not performed regular review and public report on the progress of the smallholder support programme.		
Requirement Reference:	5.2.5 The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme.		
Objective Evidence:	PT. Meridan Sejatisurya Plantation has not performed regular review and public report on the progress of the smallholder support programme.		
Corrections:	The company releases support documents for plasma farmers through the company's annual report media		
Root Cause Analysis:	Differences in interpretation by companies regarding principle 5 obligations, which are interpreted only for smallholders who are suppliers to POM		
Corrective Actions:	The company sets a target of support for independent smallholders		
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>The company has a media that can be accessed by the public, namely "First Resources Media Report". Based on the verification of the August 2022 edition of the "First Resources Media Report" document, it shows that all social activities have been informed, including the development of independent oil palm smallholders at PT Meridan until August 2022.</p> <p>Monitoring and evaluation of social activities including the development of independent smallholders is carried out every year and is stated in the document "Report on Corporate Social and Environmental Responsibility Activities".</p> <p>Based in this evidence, this NC is concluded as closed.</p>		

Non-conformity			
NCR Ref #	2087873-202108-N6	Date Issued	5 August 2021

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Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 6.2.7 (minor)		
Statement of Nonconformity:	Based on document review, auditor team found temporary and day labour was not limited to jobs that are temporary or seasonal		
Requirement Reference:	6.2.7 Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal		
Objective Evidence:	<ul style="list-style-type: none"> Based on document review of "Hasil Internal Audit (LHA) - No: 02.0.1/LHA-OPR/30/VI.2021" dated 14-18 September 2020, reported that 110 workers were KHL for 5 to 38 months Based on document review of "Hasil Internal Audit (LHA) - No: 02.0.1/LHA-OPR/05/IV.2021" dated 3,4,5, & 8 February 2021, reported that 80 workers were KHL for 4 to 50 months. <p>In addition, the information of total employee (total 421 workers) at RSPO Metric Template 2021 was not accurate with actual all workers in PT Meridan Suryasejati Plantation</p>		
Corrections:	The site HRD team evaluates all KHL workers so that they can be processed further in accordance with labor and company regulations		
Root Cause Analysis:	The site HRD team has not implemented optimally related to employment law for casual daily employees in the company environment		
Corrective Actions:	The HRD team ensures that all core workers are permanent workers.		
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>According to employees data as per August 2022, Unit of Certification employed 343 permanent workers in Estate and 81 permanent workers at Mill.</p> <p>Based on interview with sample workers during field visit, auditor team found that harvesters, spraying workers and manuring workers are permanent. Information gathered from representative of labor union (SPSI) that all workers in Unit of Certification are permanent.</p> <p>Based in this evidence, this NC is concluded as closed.</p>		

Non-conformity			
NCR Ref #	2087873-202108-N7	Date Issued	5 August 2021
Due Date	Next surveillance	Date of nonconformity Closure	29/9/2022
Clause & Category (Critical / Minor)	RSPO P&C INA NI 2020 – Indicator 7.3.2 (minor)		
Statement of Nonconformity:	Waste disposal management in worker housing not in line with Corporate Sustainability Procedure, No: FR.CSM.OP.I, version 01 "Manajemen Limbah".		

Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.
Objective Evidence:	<p>During field visit, audit team found:</p> <ul style="list-style-type: none"> • In employee housing Division 6 – Found domestic waste is not properly disposed, found waste disposed in housing yards - not placed in trash bins • In HCV area Division 3 – Found domestic waste disposed in riparian zone • In employee housing Division 6 - Found hazardous waste stored in housing (knapsack: 11 pcs) and not sent to hazardous waste temporary storage • In HCV area Division 3 – Found hazardous waste in river (oil used drum) <p>The implementation of waste management is not in line with Corporate Sustainability Procedure, No: FR.CSM.OP.I, version 01 "Manajemen Limbah", It was stated that the waste from domestic (employee housing) must sent to land fill and hazardous waste stored must be collected by and put into the temporary hazardous waste storage in Sei Pingai POM.</p>
Corrections:	<ul style="list-style-type: none"> • Ensure all household waste is disposed of in the organic and inorganic segregation bins that have been provided; • Ensure all B3 waste is sent to TPS LB3; • Installed the sign board that it is forbidden to throw garbage at HCV locations
Root Cause Analysis:	Employees are not disciplined in managing household domestic waste and B3 waste management
Corrective Actions:	Dissemination of domestic and B3 waste management to residents of employee housing
Assessment Conclusion:	<p>Verification during ASA 4</p> <p>During ASA 4, auditors has verified the justification of this NC closure based on interview, document review, and field observation, that are:</p> <ul style="list-style-type: none"> - From field observation in the housing complex, all household waste is disposed of in the organic and inorganic segregation bins that have been provided. - Field observation in landfill area, has shown that the domestic waste has been disposed properly in separation between organic and inorganic waste. - There was no hazardous waste found in housing. All hazardous waste has been disposed in hazardous storage and regularly picked up by legal transporter. - It has been Installed the sign board that it is forbidden to throw garbage at HCV locations <p>Based in this evidence, this NC is concluded as closed.</p>

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Opportunity for Improvements	
OFI #	Description
OFI 1	<p>OFI Statement: RSPO P&C INA NI 2020 – Indicator 2.1.1 Certificate Holder ensuring land title (HGU) No. 1 dated 14 January 1995 (4,416 ha) renewal on time, that will expire on 31st December 2021.</p> <p>Verification / Follow-up actions: The company has shown the HGU No. 1 dated 14 January 1995 (4,416 ha) to the auditor on ASA4. It was confirmed that on the previous assessment there was a mistake to record the HGU validity. The correct expiration date of this HGU is on 31 December 2024, which is the same validity for the HGU No. 02 dated 24 January 1995 (553 ha). The validity of the HGU is mostly for 30 years.</p> <p>However, the company has shown the documentation of proposal of these HGU time extension to the Agrarian Agency.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1633783-201805-M1	Major	RSPO SCC 5.3.2	01/07/2018	05/07/2018
1633783-201805-M2	Major	RSPO SCC 5.4.2	01/07/2018	05/07/2018
1633783-201805-M3	Major	RSPO SCC 5.5.2	01/07/2018	05/07/2018
1633783-201805-M4	Major	RSPO SCC 5.6.1	01/07/2018	05/07/2018
1633783-201805-M5	Major	RSPO SCC 5.7.1	01/07/2018	05/07/2018
1633783-201805-M6	Major	RSPO SCC 5.8.2	01/07/2018	05/07/2018
1633783-201805-M7	Major	RSPO SCC 5.13.2	01/07/2018	05/07/2018
1633783-201805-M8	Major	RSPO SCC 5.13.3	01/07/2018	05/07/2018
1633783-201805-M9	Major	RSPO SCC 5.3.1	01/07/2018	05/07/2018
1824350-201908-M1	Major	RSPO certification system 4.5.4 (f)	19/09/2019	07/11/2019
1824350-201908-M2	Major	RSPO SCC Generic CoC 5.3.2	19/09/2019	07/11/2019
1824350-201908-M3	Major	RSPO SCC Generic Coc 5.7.2	19/09/2019	07/11/2019
1824350-201908-N1	Minor	RSPO P&C 6.1.4	19/09/2019	27/11/2020
1992175-202011-M1	Major	RSPO P&C 3.8.4	27/11/2020	19/02/2021
1992175-202011-M2	Major	RSPO P&C 3.8.8	27/11/2020	19/02/2021
1992175-202011-N1	Minor	RSPO P&C 3.1.3	27/11/2020	05/08/2021
2087873-202108-M1	Critical	RSPO P&C 3.6.2	05/08/2021	15/10/2021
2087873-202108-M2	Critical	RSPO P&C 6.7.3	05/08/2021	15/10/2021
2087873-202108-M3	Critical	RSPO P&C 6.4.2	05/08/2021	15/10/2021
2087873-202108-M4	Critical	RSPO P&C Certification System 2020 – 5.5.2	05/08/2021	15/10/2021
2087873-202108-M5.	Critical	RSPO P&C 3.8.7.ii	05/08/2021	15/10/2021
2087873-202108-N1	Minor	RSPO P&C 5.1.8	05/08/2021	29/9/2022
2087873-202108-N2	Minor	RSPO P&C 5.2.1	05/08/2021	29/9/2022

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2087873-202108-N3	Minor	RSPO P&C 5.2.2	05/08/2021	29/9/2022
2087873-202108-N4	Minor	RSPO P&C 5.2.3	05/08/2021	29/9/2022
2087873-202108-N5	Minor	RSPO P&C 5.2.5	05/08/2021	29/9/2022
2087873-202108-N6	Minor	RSPO P&C 6.2.7	05/08/2021	29/9/2022
2087873-202108-N7	Minor	RSPO P&C 7.3.2	05/08/2021	29/9/2022
2253280-202209-N1	Minor	RSPO P&C 1.1.5	29/09/2021	Open
2253280-202209-N2	Minor	RSPO P&C Certification System 2020 – 5.5.2	29/09/2021	Open

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 PT Meridan Sejatisurya Plantation 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	<ul style="list-style-type: none"> - Plantation Agency of Siak Regency - Environmental Agency of Siak Regency - Agrarian Agency of Siak Regency (no response) - Manpower Agency of Siak Regency 	Phone interview
Union	<ul style="list-style-type: none"> - Worker Union - Gender Committee 	Face to face interview
Communities	<ul style="list-style-type: none"> - Village Head of Maredan 	Phone interview

Stakeholders comment	
1	<p>Feedbacks: Plantation Agency of Siak Regency</p> <ul style="list-style-type: none"> - Mandatory report of LPUP (company progress report) always reported in timely manner - There is no land disputes/land conflict within last three years.

	<ul style="list-style-type: none"> - The company has promote surrounding community empowerment by CSR program. - There is no any negative issue so far.
	<p>Audit Team verification and response: There is no negative issue to be verified. All positive comments form agency have been confirmed based on document review, field observation, and other stakeholder’s comment.</p>
2	<p>Feedbacks: Environmental Agency of Siak Regency The company has complied with applicable regulations, among others has had license of hazardous temporary warehouse, license of POME Land Application, license of WWTP. All mandatory reports related environmental has been rreported to agency. There is no complaints from stakeholder related environmental issue.</p>
	<p>Audit Team verification and response: There is no negative issue that need further verification. Based on document review and field observations, the CH has demonstrated legal compliance related environmental, and no indications of environmental pollution. It has been described in related indicators</p>
3	<p>Feedbacks: Manpower Agency of Siak Regency</p> <ul style="list-style-type: none"> - Registration of LKS Bipartit not yet registered at Manpower Office, but unit of certification has committed to follow up this thing on 30 September 2022. - Specified Time Work Agreement (PKWT) which employed by the company not yet reported to the manpower department of Siak regency.
	<p>Audit Team verification and response: Commitment letter Number 02.0.4/X/336/IX/2022, dated 22 September 2022. Within this letter stated that company will submit registration for LKS Bipartit on 30 September 2022.</p>
4	<p>Feedbacks: Village Head of Maredan There is no land dispute issues or environmental pollution. The company has made efforts to develop the surrounding community through CSR programs, the use of local labor and local contractors. The land compensation process has been carried out by involving various parties and carried out transparently and without coercion. The compensation agreement has been explained by the company. untill now, there were no land disputes in the company area.</p>
	<p>Audit Team verification and response: The company has made efforts to develop the surrounding community through CSR programs and the use of local workers. The land compensation process has been carried out transparently and there is no coercion. All evidence of the land compensation process can be presented by the company.</p>
5	<p>Feedbacks: Worker Union (SPSI)</p> <ul style="list-style-type: none"> - Labor union of PT Meridan Sejatisurya Plantations is organized under Indonesian Labor Union (SPSI), therefore all decision regarding manpower issues and resolution is based on provincial level. - Since chairman of labor union in PT Meridan Sejatisurya Plantation have health issues in December 2021, there are no frequent meeting was held. Beside, there is no employment issues raised in unit of certification. Collaborative working agreement (PKB) meeting still pending to be held due to unavailable information from labor union of regency level.
	<p>Audit Team verification and response: There are no negative issues that need further verification</p>
6	<p>Feedbacks: Gender Committee</p>

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	<p>The Gender Committee are still active in the company until the audit are carried out. Gender Committee activities include dissemination of sexual harassment, complaints, general health and so on. There are no issues related to sexual harassment. Female workers have the right to get menstruation leave (H1) and maternity leave (H2).</p>
	<p>Audit Team verification and response: There are no negative issues that need further verification.</p>

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
Mr. Tiar Nasution	2004	46 ha	Yes	Yes	Complied



Previous land owner / user comment	
	<p>Feedbacks: Mr. Tiar Nasution Mr. Tiar concerned and his family have a cultivated area of approximately 46 hectares which is currently part of Afdeling 6. The compensation process for land acquisition is carried out by mutual agreement and witnessed by the village head and community leaders. The payment process is also carried out in the village office in a transparent manner.</p>
	<p>Audit Team verification and response: Positive comments noted. There is no negative issue to be verified.</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 PT Meridan Sejatisurya Plantation – Sei Pingai palm Oil Mill has complied with the Indonesia National Interpretation 2020 of the RSPO P&C 2018 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 PT Meridan Sejatisurya Plantation – Sei Pingai palm Oil Mill is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Arif Faisal Simatupang	Name: Eko Darmawanto
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: PT Meridan Sejatisurya Plantation
Title: Lead Auditor	Title: Sustainability Head
Signature: 	Signature:  Eko Darmawanto <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: 19 October 2022	Date: 20 October 2022

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
<p>Principle 1: Behave ethically and transparently Drive ethical business behaviour, build trust and transparency with stakeholders to ensure strong and healthy relationships.</p>			
<p>Criteria 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.</p>			
<p>1.1.1</p>	<p>(C) Management documents that are specified in the RSPO P&C are made publicly available. - Critical (Major) compliance -</p>	<p>Unit of Certification has documents that is generally available by the organisation. List of management documents are publicly available such as: Legal (Izin Lokasi, IUP, HGU); environment (ANDAL, RKL & RPL, Izin Tempat Penyimpanan Sementara Limbah B3, Izin land aplikasi); social (document of social activities and relation with communities, OHS policy, OHS program), continual improvement (reduce of certain chemical, reduce and reuse waste, environmental management and social impact management). Those documents were accessible and shown during this audit.</p> <p>There is no change in term of the management documents comparing to the previous assessment. There is no event the revision of the management documents. Here are for example. The documented procedure was established within Communication Procedure code FR.EMS.CIE, signed by the CEO of First Resources Ltd. and Corporate Sustainability Head, since dated 1 September 2011. The procedure mentioned that the information and data to be recorded and communicated for effective operation of sustainable palm oil standard. All staff and employee are responsible for fulfilling their defined responsibilities. It's described the process and responsibilities and authorities in regards responding the request on information from the public. The coverage of request on information as stated in the procedure including information on legal documents, environmental</p>	<p>Complied</p>

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		documents, social activities documents, occupational health and safety programme documents and continual improvement documents.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	During the onsite audit auditor team has conducted public consultation with external stakeholders (government agencies, surrounding village head) and internal stakeholder (labour union, gender committee and labour cooperation) on 26-28 September 2022. It was confirmed during the audit that the company has shared their information such as plantation management report to the respective government agencies such as "Laporan RKL/RPL, Laporan Perkembangan Usaha Perkebunan, Laporan Pengelolaan Limbah Cair" in Bahasa. Although these documents are not amended comparing to the one seen in the previous audit, there are still make available for accessible by the stakeholders. Furthermore, the company also informed the information of workers recruitment to the surrounding village head in Bahasa. All correspondences between them also provide and accessible to the other stakeholders.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	PT. Meridan Sejatisurya Plantation – Meridan Sejatisurya Plantation POM as Unit of Certification has record of request for information and its response on each unit. Based on Logbook "Surat Masuk PT. MSSP", all information's receives from stakeholders is well maintained and documented. The system for handing with the request for information is well maintained from the previous assessment. Stakeholder Communication Officer per Assignment Letter No: 002/GA-MSSP/III/2021, dated 16 March 2021, are Mr. Asmadi Harun and Mr. Daniel Purba. Records of the correspondence's logbook is consist of proposal from surrounding villages related funding assistance, while request for information was not exist. Sample taken on 14 October 2021, letter #100/SP/KK/01/X/2021 from Kerinci Kanan village, regarding permission to cross the Estate for FFB	Complied

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		vehicle transportation. This request has been responded immediately by Estate Manager.	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by a nominated management official.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification has established consultation and communication procedure within Communication Procedure No. FR.EMS.CIE Rev 2 dated 24 February 2020, signed by the CEO of First Resources Ltd. and Corporate Sustainability Head.</p> <p>Stakeholder Communication Officer per Assignment Letter No: 002/GA-MSSP/III/2021, dated 16 March 2021, are Mr. Asmadi Harun and Mr. Daniel Purba.</p>	Complied
1.1.5	<p>An up-to-date list of contacts and detailed stakeholder information is available along with designated representatives.</p> <p>- Minor compliance -</p>	<p>Stakeholder list was made and mentioned the interested party. According to document "Daftar Stakeholder" (updated 30 July 2022) consist of:</p> <ol style="list-style-type: none"> 1. Relevant Government Department (8 institutions in provincial level, 4 institutions in regency level, 2 institutions in district level) 2. Police Department (4 offices) 3. Villages (2 representatives) 4. Medical facilities (6 units) 5. College and School (6 units) 6. Community/Customary Leader (6 representatives) 7. NGO (1 international NGO, 1 local NGO) 8. Contractors and suppliers (5 contractors) 9. Internal stakeholders (3 organisations) 10. Previous landowner (53 previous landowner) <p>Update the list was performed annually by persons who has assigned as Stakeholder Communication Officer per Assignment Letter No: 002/GA-</p>	Non-compliance

		<p>MSSP/III/2021, dated 16 March 2021, are Mr. Asmadi Harun and Mr. Daniel Purba.</p> <p>However, list of stakeholder information in document "Daftar Stakeholder" (updated 30 July 2022) was not completed with contact number. This is become a Minor non-conformance.</p>	
<p>Criteria 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
<p>1.2.1</p>	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>Unit of Certification has established the Zero Fraud Tolerance policy (FR.CIA.ZFT.001, issued No.1, dated 28 December 2012. Note that the whole policy for ethical conduct is remain unchanged for many years. The policy aims to:</p> <ul style="list-style-type: none"> - To establish a companywide common understanding of fraud events in order to: Communicate clearly the company's non-tolerance toward fraud and the serious consequences for those who commit frauds; Achieve a consistent approach toward managing fraud events. - To establish the key components of companywide fraud risk management framework. - To establish companywide fraud risk prevention and mitigation principles. - To establish companywide fraud reporting, investigation, and handling procedures. <p>Although there is no change of the policy until this audit, result from the stakeholder consultation with staff and labour union confirmed that the company has had the policy related to ethical code.</p> <p>The Company has a Code of Conduct which serves as a general guideline for Management and employees in conducting their duties and responsibilities ethically. It outlines corporate values and ethical standards which are in line with the Group's vision and mission. Areas covered under the Code of Conduct include professionalism and work</p>	<p>Complied</p>

		<p>ethics, conflict of interest, political impartiality, anti-corruption and zero tolerance on fraud. All our employees will have to comply with applicable country laws, regulations and legal requirements. Any breach of the Code of Conduct can result in disciplinary action in accordance with the prevailing laws and regulations as well as termination of employment. The Code of Conduct is disseminated to employees, suppliers and other business partners.</p> <p>Whistle-Blowing Policy</p> <p>The Company has put in place a whistle-blowing policy, endorsed by the Audit Committee, which provides for a mechanism by which employees and any other persons may, in confidence, raise concerns about possible unethical conduct and improprieties in financial reporting or other matters. The objective of this policy is to encourage the reporting of such matters in good faith, with the confidence that employees and other persons making such reports will be treated fairly and, to the extent possible, protected from reprisal. All information received is treated with confidentiality and anonymous reporting is accepted for protecting the identity and interest of all whistle-blowers.</p> <p>The Company does not tolerate nor condone any actions taken against any employee in retaliation for raising a compliance or integrity issue and may institute disciplinary action against any party found to have taken such retaliatory action against whistle-blowers.</p> <p>All whistle-blowing reports are received by the Internal Audit function on behalf of the Audit Committee. The Internal Audit function will conduct an initial review of the reports received and recommend for remedial, disciplinary or other corrective actions to be taken by the Company. A summary of the investigations conducted is reported to the Audit Committee for its attention on a quarterly basis. Whistle-blowing matters, where substantiated and material, are reported to the Audit Committee immediately.</p>	
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		<p>The Audit Committee ensures that independent investigations and appropriate follow-up actions are carried out, where applicable. Details of the Group’s whistle-blowing policy, including the different modes of reporting via an internal compliance hotline and email address (as per attached), have been disseminated and made available to all employees. On an ongoing basis, the Group’s whistle-blowing policy is covered during staff training as part of the Group’s efforts to promote awareness of fraud control.</p> <p>Further information can be seen in https://www.first-resources.com/about.php?pc=governance.</p> <p>Those policies have been disseminated to all internal staffs and workers through pamphlets as seen in Mill and Estate offices, workshop and housings. Based on consultation with internal and external stakeholders (gender committee, village officials, and government agencies) it is known that stakeholders received dissemination of these policies and understood the company’s policy in ethical conduct, including anti-bribery and anti-corruption. There was no issue of company’s ethical conduct in relation to the stakeholders.</p>	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>System to monitor compliance and implementation of its policy applied through internal audit (Finance, Mill operation, Agronomy, Sustainability, etc) and external audit (financial public accountant).</p> <ul style="list-style-type: none"> - Sustainability report http://www.first-resources.com/sustainability.php?pc=report - Unit of Certification also has strongly commitment to their governance business as mention in the website: http://www.first-resources.com/about.php?pc=governance 	Complied

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		<p>Until this audit, there is no information of ethical violation in PT Meridan Sejatisurya Plantation. Based on document verification in Operational Internal Audit report of 2021 and RSPO Internal Audit of 2022, there was no record of ethical conduct violation so far.</p>	
<p>Principle 2: Operate legally and respect rights Implement legal requirements as the basic principles of operation in any jurisdiction.</p>			
<p>Criteria 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>(C) The unit of certification complies to relevant regulations. - Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation has prepared an update of list of regulation - "<i>Daftar Peraturan Perundangan</i>". The list includes applicable regulation related to oil palm plantation operation. The list is prepared by Corporate Sustainability Department as regulated under Environment Management System No.EMS.LRR-2 Register of SPO Regulation. This list of the relevant regulations are still remain unchanged from the previous audit as they are still in effective. Although there is no change of the list of regulations, company have been able to demonstrate evidence of compliance with relevant legal requirements being listed and evaluated, such as:</p> <p>Land ownership and lease (all of them are remain unchanged as there is no new planting where is required to have new land ownership and lease):</p> <ol style="list-style-type: none"> 1. Location permit, issued by Riau Governor Letter No. Kpts.85/ILK-XII/1992 for area of 6,400 Ha located in Kerinci Kiri Village, Siak Sub-District, Bengkalis District; and Sikijang Village, Langgam Sub-District, Kampar District. Furthermore, there is additional record of Location Permit issued by head of National Land Agency (BPN) of Bengkalis Dsitric for extension of Location Permit, Letter No.01-VIII/R-PIL/PPT/1997 dated 18 August 1997 in term of revision and renewal of Location permit for oil palm plantation development. 	<p>Complied</p>

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		<ol style="list-style-type: none"> 2. Forest Land release permits, issued by Forestry Minister No.0772/Kpts-II/1993 dated 18 November 1993 in term of Forest land release in some part of Pingai river forest area – Kelembayan River located in Bengkalis District and Kampar District, Riau Province, with total area of 6,466.7 Ha. 3. Forest land release permit, issued by Forestry Minister No.264/Kpts-II/1997 dated 19 May 1997 in term of forest and release located in some part of Putih River – Lubuk Terap River, Siak Sub-District, Bengkalis District, Riau Province, with total area of 5,158 Ha. 4. Plantation Business Registration Document number 945/Menhutbun-VII/2000 for PT. Meridan Sejati Surya Plantation, Sei Pingai Estate, total area of 10,826 Ha, type of crop: Oil Palm plantation with Mill processing (capacity: 45 tons/hour). This document was issued by Forestry and Plantation Minister – Plantation General Director, dated 8 August 2000. 5. Land title: <ul style="list-style-type: none"> - Land title certificate (HGU) No. 1 dated 14 January 1995 for area 4,416 Ha located in Maredan Village, Bengkalis Regency. Valid until 31 December 2024. <i>Note: now change to Siak Regency.</i> - Land title certificate (HGU) No. 02 dated 24 January 1995 for area 553 Ha located in Sikijang Village, Kampar Regency. Valid until 31 December 2024. <i>Note: now change to Pelalawan Regency.</i> - Land title certificate (HGU) No. 2 dated 20 December 1996 for area 1,600 Ha located in Maredan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> - Land title certificate (HGU) No. 6 dated 26 August 1999 for area 4,257.05 Ha located in Maredan, Kerinci Kanan and Kerinci Kiri 	
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		<p>Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i></p> <p>Total HGU: 10,826.05 Ha</p> <p>6. Mill machinery permits:</p> <ul style="list-style-type: none"> - Permit for Steam Boiler operation (Akte Izin untuk Ketel Uap) No.03/A.0001/560/2011, issued on January 2011 by Social and Transmigration Department, Siak District, Riau Province. - Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Unit-1, permit No.03/A.0005S issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. Capacity of steam pressure is 3.5 kg/cm2. . - Permit for Steam Vessel (Akte Izin untuk Bejana Uap), Unit-2, permit No.03/A.0001S issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. Capacity of steam pressure is 3.5 kg/cm2. - Permit for Steam Turbine (Izin Pemakaian Turbin Uap) No.04/T.B/DTK/VIII/05//566, capacity to generate electricity up to 1,200 KW; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. - Permit for Diesel Generator Unit-1 operation (Izin Pemasangan/Pemakaian Motor Diesel) No.05/M.D/DTK/VIII/05/566, capacity to generate electricity up to 400 KW; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. - Permit for Diesel Generator Unit-2 operation (Izin Pemasangan/Pemakaian Motor Diesel) No.06/M.D/DTK/VIII/05/566, capacity to generate electricity up to 400 KW; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. 	
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		<ul style="list-style-type: none"> - Permit for Back Pressure Vessel - B.P.V (Akte Izin untuk Bejana Uap B.P.V) No.03/A.0002S, steam capacity 3.5 kg/cm2; issued on 12 August 2005 by Social and Transmigration Department, Siak District, Riau Province. - Permit for Lift and Carry vehicle: Wheel Loader, permit No.46/PA/Dinsosnaker/Was/2012 and 46/PA/Dinsosnaker/Was/2012, issued on 2 July 2012. - Building Permit No.63/IMB/2005 for Mill, office, and housing, issued Siak District Head, dated 21 March 2005. - Permit for Lightning retailer no. 04/P.P/DTK/VIII/05/566 issued on 12 August 2019 by Social and Transmigration Department, Siak District, Riau Province. <p>7. Evidence of Good Agriculture Practice such as Zero burning policy, handling of hazardous waste according to relevant regulation especially during replanting activity. For instance, based on field verification on replanting activities, the company has conducted replanting mechanically. Hazardous waste was keep in licensed hazardous storage.</p> <p>8. Evidence related to environment such as environmental policies and documentation, permit of wastewater handling, permit for temporary hazardous storage, reporting of environmental management and monitoring (RKL-RPL), protection of endangered species, etc. For instance, the reports of RKL RPL have been submitted regularly to Environmental Agency to ensure the compliance with the applicable regulation. The recent report submission was for first semester 2022, submitted on 20th July 2022</p> <p>Until this assessment, there is 886.89 Ha concession area of PT Meridan Sejatisurya Plantation is under the control of another party who is</p>	
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		unwilling to be compensated. This condition is still remain from the previous assessment. This area is recorded as an enclave area. There are no land disputes between the company and the smallholders in the area.	
2.1.2	A documented system for ensuring legal compliance is in place. This system has means to track changes to the law and also includes listing and evidence on evaluation of legal compliance of all contracted third parties, such as: recruitment agencies, service provider and labour contractor. - Minor compliance -	Certificate holder through the legal department has scheduled annual legal compliance audit. Based on the document verification, the legal register of 2022 are in place. In term of the legal compliance audit result done by the legal department confirmed that legal compliance of third parties engaged is well operated especially the fulfilment of working agreement.	Complied
2.1.3	Legal or authorized boundaries are clearly demarcated and visibly maintained and there is no planting beyond these legal or authorized boundaries. - Minor compliance -	The whole statement of compliance here is not different from the previous assessment as there is no new area planted or expansion area done by the UoC. PT. Meridan Sejatisurya Plantation have identified HGU boundary poles complete with the GPS coordinates and demonstrates map indicating HGU poles scale 1:75,000. PT. Meridan Sejatisurya Plantation have conducted boundary pole maintenance. The result available in " <i>Laporan Pemeriksaan PAL Batas</i> " on annual basis. The last monitoring of boundary poles (update per 2022). Certificate holder has had 79 boundary poles. 40 poles installed and in a good condition. The remain will installed in the gradually in next 2 years. Based on field observation on HGU stones and land demarcation in Estate, has known that HGU stones has been installed in accordance to the coordinates, and other boundaries such as boundary drain and boundary road were maintained. There was no planting exceed the HGU boundary.	Complied
Criteria 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is available.	Unit of Certification provide the updated list of contractors within "Daftar Stakeholders" PT. MSSP 2022 (updated 30 July 2022) as below:	Complied

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	- Minor compliance -	<ul style="list-style-type: none"> - PT Berkat Karimar Mandiri (CPO and Palm Kernel transporter) - CV Abyan Group (Sand and crushed rocks suppliers) - PT Bandang Rezeki Lestari (Replanting contractors) - PT Rajawali Perkasa Jaya (Security guards organization) - PT Envi Reksatama Engineering (Environmental Laboratory) 	
2.2.2	<p>All contract, including those for FFB supply, contain specific clause on meeting relevant legal requirements and this can be demonstrated by the third party.</p> <p>- Minor compliance -</p>	<p>According to contracts from third parties contractors as per sample taken below:</p> <ol style="list-style-type: none"> 1. Contract "Surat Perjanjian" No: 01/Pengadaan Sirtu/MSSP/LGL-PKU/VI/2022, dated 2 June 2022. This contract is between unit of certification and sands and crushed rocks suppliers for road maintenance. 2. Contract "Surat Perjanjian" No: 79/Replanting/MSSP/LGL-PKU/I/2022, dated 3 January 2022. This contract is between unit of certification and replanting contractors. <p>From both sample of contracts, specific clause in meeting relevant legal requirements is available and described in point 2.9 "<i>Pihak Kedua wajib melaksanakan serta mematuhi peraturan dan hukum yang berlaku serta menerapkan perilaku etis dan menjunjung tinggi serta menghormati Hak Asasi Manusia</i>".</p>	Complied
<p>Specific Guidance for 2.2.2: For the implementation of indicator 2.2.2 refer to Specific Guidance 2.1.2</p>			
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour.</p> <p>- Minor compliance -</p>	<p>According to contracts from third parties contractors as per sample taken below:</p> <ol style="list-style-type: none"> 1. Contract "Surat Perjanjian" No: 01/Pengadaan Sirtu/MSSP/LGL-PKU/VI/2022, dated 2 June 2022. This contract is between unit of certification and sands and crushed rocks suppliers for road maintenance. 	Complied

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		<p>2. Contract "Surat Perjanjian" No: 79/Replanting/MSSP/LGL-PKU/I/2022, dated 3 January 2022. This contract is between unit of certification and replanting contractors.</p> <p>From both sample of contracts, specific clauses disallowing child, forced and trafficked labour is available and described in Article 11 point 3 "<i>Pihak Kedua dilarang untuk melakukan praktik yang melibatkan pekerja anak, pekerja paksa dan pekerja dari perdagangan manusia dalam melaksanakan perjanjian ini</i>".</p>	
<p>Criteria 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, Palm Oil Mill (POM) requires:</p> <ul style="list-style-type: none"> Information regarding the geolocation of FFB origins; Proof of ownership status, right/claim of the land by grower/smallholder; If relevant, valid planting/operational/trading license, or is part of a cooperative which allows the buying and selling of FFB. <p>- Critical (Major) compliance -</p>	PT Meridan Sejatisurya Plantation POM no longer received FFB from outsider since 2020.	Not Applicable
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in indicator 2.3.1.</p> <p>- Minor compliance -</p>	PT Meridan Sejatisurya Plantation POM no longer received FFB from outsider since 2020.	Not Applicable
<p>Principle 3: Optimise productivity, efficiency, positive impact and resilience Implement plans, procedures and systems for continuous improvement.</p>			
<p>Criteria 3.1: There is an implemented management plan for the unit of certification that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum of three years) is documented and where applicable, includes a jointly developed business case for Scheme Smallholders.</p>	The company shows the business management plan called " <i>Proyeksi PT Meridan Sejati Surya Plantation Tahun 2020-2023</i> ". The business plan includes the projection of FFB production in total, costs, sales and revenues. Crop production projection/FFB yield trends over 4 years, mill	Complied

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<p>- Critical (Major) compliance -</p>	<p>extraction rates trends, cost of production. The FFB production takes into consideration the actual FFB production from 2014-2019. The business plan also taking into consideration the price forecast and financial indicators (such as inflation and currency exchange).</p> <p>PT MSSP Management Plan 2020 – 2023 are as follow. Based on this, there is nothing change from the finding seen and recorded in the previous assessment</p> <table border="1" data-bbox="1131 646 1966 1262"> <thead> <tr> <th>Description</th> <th>UOM</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Land Clearing / Replanting</td> <td>Ha</td> <td>846.71</td> <td>891.87</td> <td>975.76</td> <td>812.46</td> </tr> <tr> <td>Immature</td> <td>Ha</td> <td>1,469.81</td> <td>1,370.17</td> <td>1,415.33</td> <td>1,499.22</td> </tr> <tr> <td>Mature</td> <td>Ha</td> <td>8,104.00</td> <td>8,159.00</td> <td>8,030.00</td> <td>8,109</td> </tr> <tr> <td>FFB Production (own estate)</td> <td>Ton</td> <td>164,036</td> <td>163,350</td> <td>133,893</td> <td>160,672</td> </tr> <tr> <td>FFB Process</td> <td>Ton</td> <td>313,122</td> <td>328,778</td> <td>345,217</td> <td>362,477</td> </tr> <tr> <td>Hour process</td> <td>Hour</td> <td>6,958</td> <td>7,306</td> <td>7,671</td> <td>8,055</td> </tr> <tr> <td>OER</td> <td>%</td> <td>22.75</td> <td>22.75</td> <td>22.75</td> <td>22.75</td> </tr> <tr> <td>KER</td> <td>%</td> <td>5.70</td> <td>5.70</td> <td>5.70</td> <td>5.70</td> </tr> <tr> <td>CPO Production</td> <td>Ton</td> <td>71,235</td> <td>74,797</td> <td>78,537</td> <td>82,464</td> </tr> <tr> <td>PK Production</td> <td>Ton</td> <td>17,848</td> <td>18,740</td> <td>19,677</td> <td>20,661</td> </tr> <tr> <td>FFA</td> <td>%</td> <td>3.70</td> <td>3.70</td> <td>3.70</td> <td>3.70</td> </tr> </tbody> </table> <p>The projection also reveals the processing costs for 2020 - 2023. The projection costs consist of direct costs (cost at each station) and indirect</p>	Description	UOM	2020	2021	2022	2023	Land Clearing / Replanting	Ha	846.71	891.87	975.76	812.46	Immature	Ha	1,469.81	1,370.17	1,415.33	1,499.22	Mature	Ha	8,104.00	8,159.00	8,030.00	8,109	FFB Production (own estate)	Ton	164,036	163,350	133,893	160,672	FFB Process	Ton	313,122	328,778	345,217	362,477	Hour process	Hour	6,958	7,306	7,671	8,055	OER	%	22.75	22.75	22.75	22.75	KER	%	5.70	5.70	5.70	5.70	CPO Production	Ton	71,235	74,797	78,537	82,464	PK Production	Ton	17,848	18,740	19,677	20,661	FFA	%	3.70	3.70	3.70	3.70	
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		<p>cost (salary, benefit, permit and licenses, insurance, security, human capital development).</p> <p>The Profitability variable among others:</p> <ol style="list-style-type: none"> 1. FFB sales (IDR million) 2. CPO sales (IDR million) 3. PK sales (IDR million) 4. Total income (IDR million) 5. Total expenses (IDR million) 6. Net balance (IDR million) <p>Through the document, the production of Meridan Sejatisurya Plantation POM was projected to increased especially based on support from the early mature palm. Annual achievement always evaluated by top management month by month.</p> <p>Until this audit finished, there is no agreement between the certificate holder with any smallholder surrounding the plantation area. Further information provided in criterion 5.2</p>																																				
<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>The five year plan for the replanting Program during 2019-2023 is still active as below details. Based on this, there is no another 5 years replanting program established by the UoC</p> <table border="1" data-bbox="1155 1075 1951 1372"> <thead> <tr> <th rowspan="2">YOP</th> <th colspan="5">Replanting Program (Ha)</th> </tr> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>1994</td> <td>327.00</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>1995</td> <td>566.03</td> <td>557.48</td> <td>-</td> <td>349.85</td> <td>-</td> </tr> <tr> <td>1996</td> <td>53.32</td> <td>289.23</td> <td>717.87</td> <td>625.91</td> <td>125.00</td> </tr> <tr> <td>1997</td> <td>-</td> <td>-</td> <td>174.00</td> <td>-</td> <td>687.46</td> </tr> </tbody> </table>	YOP	Replanting Program (Ha)					2019	2020	2021	2022	2023	1994	327.00	-	-	-	-	1995	566.03	557.48	-	349.85	-	1996	53.32	289.23	717.87	625.91	125.00	1997	-	-	174.00	-	687.46	<p>Complied</p>
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<p>3.1.3</p>	<p>The unit of certification holds management review at planned term according to the scale and nature of the activities undertaken.</p> <p>- Minor compliance -</p>	<p>The Unit Head of PT MSSP will hold a management review meeting at least once a year using the Management Review procedure number FR.CSM.MRM_rev_0. and contains all aspects of the company, including:</p> <ul style="list-style-type: none"> • Audit results • Feedback / Customer feedback and communication from external interested parties • Departmental process performance and product suitability, organizational environment, level of achievement of goals and objectives • Status of preventive and corrective actions • Follow-up previous MRM • Changes that may affect the management system and include developments in laws and regulations & other requirements related to sustainability issues • Recommendations for improvement <p>Moreover, the management review also conducted through Monthly Management Review, Operational Internal Audit and Financial External Audit by public accountant.</p>	<p>Complied</p>																		

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		<p>Certificate holder has shown the record of Monthly Management Review that held by top management. Through the monthly management review period of August 2022 obtained information that unit management has reviewed the production issues, infrastructure, workers issues, social issues (internal and external) and many more. Those documents recorded by unit head clerk.</p>	
<p>Criteria 3.2: The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impact and opportunities of the unit of certification. - Critical (Major) compliance -</p>	<p>The company can demonstrate annual Continuous Improvement Report of 2021 as action plan for continuous improvement, based on consideration of the main social and environmental impact and opportunities of the certification unit. The action plan implemented are in the aspects of:</p> <p><i>a. Environment:</i></p> <ul style="list-style-type: none"> - POME Land Application as fertilizer for oil palm-improve productivity. - Uses of renewable energy source from kernel shell and fibre. - Savings of water use - Pest and disease control using biological methods by use of natural predator, such as Tyto Alba. <p><i>b. Best Practices:</i></p> <ul style="list-style-type: none"> - Optimization of CPO production machinery; focus in EFB and fat pit. Program by adding empty bunch press to production machine. - Production Quality Improvement by adding empty bunch press, FFB grading and human resource improvement. <p><i>c. Social Welfare:</i></p> <ul style="list-style-type: none"> - Improving Infrastructure for workers 	<p>Complied</p>

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		<ul style="list-style-type: none"> - Improved Fire Control Management. - Trainings; <p><i>d. Community Development.</i></p> <ul style="list-style-type: none"> - Conducted through CSR program <p><i>e. Corrective and Preventive Action, by conducted internal audit.</i></p> <p><i>f. Certification Achievement</i></p> <ul style="list-style-type: none"> - PT. Meridan Sejatisurya Plantation maintained RSPO, ISPO, ISCC, Halal, Proper "Biru" certification. 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat by Certification Body during Annual Surveillance Assessment by using the RSPO metrics template.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation submitted the RSPO Metric Template prior to ASA4 Assessment and filling in all information.</p>	Complied
Criteria 3.3: Operating procedures are appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedures (SOPs) for the unit of certification are in place. Majority of the SOPs are remain unchanged from the previous audit. Here below are the details of the SOP for each type of the operation</p> <p>Estate Operation:</p> <ul style="list-style-type: none"> - SOP FPIC Concept Implementation No.FR.EAC.FPC.FPIC; - SOP Land Acquisition No.FR.CSOP.PL.008; - SOP Orangutan Handling No.FR.EAC.HOO; - SOP Management and Monitoring HCV Area No.FR.EAC.IMM; - SOP Nursery No.FR.COP.OPA.PBT; - SOP Land Preparation No.FR.COP.OPA.PLH; - SOP Road and Bridge Construction and Maintenance No.FR.COP.OPA.PJJ; 	Complied

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		<ul style="list-style-type: none"> - SOP Drainage Construction and Maintenance No.FR.COP.OPA.PPP; - SOP Soil and Water Conservation No.FR.COP.OPA.KTA; - SOP Leguminous Planting No.FR.COP.OPA.PKC; - SOP Oil Palm Planting No.FR.COP.OPA.PKS; - SOP Weed Control No.FR.COP.OPA.PGL; - SOP Fertilizer Application No.FR.COP.OPA.PMK; - SOP Pest and Disease Management No.FR.COP.OPA.PHT; - SOP Castration and Pruning (Canopy Mangement) No.FR.COP.OPA.KTP; - SOP Palm and Production Census No.FR.COP.OPA.SPP; - SOP Harvesting No.FR.COP.OPA.PNN; - SOP Pesticide Handling No.FR.COP.OPA.PPS; - SOP Marginal Soil Management No.FR.COP.OPA.PLM; - SOP Replanting No.FR.COP.OPA.PRM; - SOP Personal Protective Equipment No.PR.FR.COP.OPA.APD; - SOP River Buffer Zone Rehabilitation No.FR.C.RSS; - SOP Land and Plantation Fire Control No.FR.CSOP.DLKB.014; Palm Oil Mill Operation: - SOP FFB Receiving No.MN.FR.COP.OPM.PNB; - SOP FFB Sterilizing No. MN.FR.COP.OPM.PRB; - SOP Loose Fruit Separation No.MN.FR.COP.OPM.PMB; - SOP Mixing and Pressing No.MN.FR.COP.OPM.PNP; - SOP Filtration No.MN.FR.COP.OPM.PMR; - SOP Nut and Fiber No.MN.FR.COP.OPM.NTS; - SOP Palm Kernel Processing No.MN.FR.COP.OPM.PIS; - SOP Boiler Operation No.MN.FR.COP.OPM.BLR; 	
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		<ul style="list-style-type: none"> - SOP Electricity No.MN.FR.COP.OPM.LST; - SOP Water Management No.MN.No.FR.COP.OPM.POA; - SOP Laboratory No. MN.FR.COP.OPM.LAB; - SOP Effluent and Waste Management No.MN.FR.COP.OPM.PLL; - SOP CPO and Palm Kernel Transport and Bulking No.MN.FR.COP.OPM.PPK; - SOP Maintenance No.MN.FR.COP.OPM.PWT; - SOP Health and Safety No. MN.FR.COP.OPM.KKK; - SOP Bulking No. MN.FR.COP.OPM.BLK; - SOP Environment Management and Monitoring No.FR.COP.OPM.PRP; - SOP Purchase and Sales of FFB/CPO/Palm Kernel and Its Derivatives No.FR.CSOP.MAR.006; - SOP Supply Chain Mechanism No.FR.CSOP.MRR.016; - SOP Supply Chain Mechanism No.FR.CSM.SCP; - SOP RSPO Supply Chain Mechanism No.FR.CSM.MRPR; - SOP Nonconformity Control No.FR.CSM.NCC; - SOP Control of Record No.FR.CSM.COR; - SOP Traceability and Mass Balance in Estate & POM No.FR.CSM.MTM; - SOP Traceability for Incoming and Outgoing CPO in Bulking Station No.FR.CSM.TIO; - SOP Oil Management in Downstream No.FR.DSP.TPO; <p>Health, Safety and Environment Management System:</p> <ul style="list-style-type: none"> - SOP OSH Commitment and Policy Establishment and Maintenance No.FR.OSH.P02; - SOP Hazard, Risk Identification No.FR.OSH.P03; 	
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		<ul style="list-style-type: none"> - SOP Statutory, Regulatory and Other OSH Requirement Identification and Evaluation No.FR.OSH.P04; - SOP OSH Document Establishment, Implementation and Evaluation K3 No.FR.OSH.P07; - SOP Emergency Situation Response No.FR.OSH.P10; - SOP Evacuation No.FR.OSH.P11; - SOP Occupational Emergency Handling and Nearmiss No.FR.OSH.P12; - SOP Supplier Evaluation No.FR.OSH.P13; - SOP Material Management and Transport No.FR.OSH.P14; - SOP OHSMS Audit No.FR.OSH.P16; - SOP Monitoring Standard No.FR.OSH.P18; - SOP Maintenance, Repair, Changes in Production Facilities No.FR.OSH.P19; - SOP Employee Health Medical Check Up Monitoring No.FR.OSH.P21; - SOP Production Facility Maintenance and Repair Working Permit No.FR.OSH.P22; - SOP Monitoring and Measurement No.FR.EMS.MME; - SOP Environmental and Social Aspect and Impact No.FR.EMS.EAI; - SOP Safe Use of Pesticide No.FR.CSM.OP-2; - SOP Identification, Management and Monitoring of Community Development Program No.FR.CSM.EAC.001; - SOP Green House Gas (GHG) Mitigation No.FR.CSM.GRK; - SOP Identification of High Carbon Stock (HCS) No.FR.CSM.EAC.002; - SOP Management of Waste No.FR.CSM.OP.1; <p>Human Resources Management:</p> <ul style="list-style-type: none"> - SOP Annual Leave, Rest and Permit No.FR.CHR.ADM.002; 	
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		<ul style="list-style-type: none"> - SOP Employee Training Program No.FR.CHR.L&D.002; - SOP Employee Mutation No.FR.CHR.L&D.003; - SOP Employee Promotion No.FR.CHR.L&D.004; - SOP Organization Structure No.FR.CHR.ORG.002; - SOP Job Description No.FR.CHR.ORG.003; - SOP Employee Health Facility No.FR.CHR.REM.002; - SOP Pension No.FR.CHR.TMT.001; - SOP Recruitment and Selection No.FR.CHR.R&S.002; - SOP New Employee No.FR.CHR.R&S.003; - SOP Employee Termination No.FR.CHR.TMT.002; 	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation refers to Corporate Sustainability Management Procedure Internal Audit FR.CSM.IAS Rev.02. The procedure describes how to select and train internal auditors, plan audit schedules, perform and report audits, verify corrective and preventive actions. Regional Manager Sustainability is responsible for observes and conducts internal audit activities, if necessary, conducted together with Directorate of Internal Audit. Section 3.2 explain each location/department/estate/mill is audited at least once a year.</p> <p>Moreover, according to the RSPO Procedures, internal audit for RSPO P&C and Supply Chain conducted annually. The last internal audit has been conducted on 26 – 28 October 2021 using the applicable standard. There was no noncompliance raised against supply chain indicator. The audit for 2022 will be conducted in November 2022.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor compliance -</p>	<p>Records of monitoring and corrective actions has been observed, covers operational and RSPO Internal Audit of 2022, Monthly Reports, etc.</p> <p>Moreover, the company can demonstrate annual Continuous Improvement Report of 2021 as action plan for continuous improvement, based on consideration of the main social and</p>	Complied

		<p>environmental impact and opportunities of the certification unit. The action plan implemented are in the aspects of:</p> <ul style="list-style-type: none"> a. Environment: <ul style="list-style-type: none"> - POME Land Application as fertilizer for oil palm-improve productivity. - Uses of renewable energy source from kernel shell and fibre. - Savings of water use - Pest and disease control using biological methods by use of natural predator, such as Tyto Alba. b. Best Practices: <ul style="list-style-type: none"> - Optimization of CPO production machinery; focus in EFB and fat pit. Program by adding empty bunch press to production machine. - Production Quality Improvement by adding empty bunch press, FFB grading and human resource improvement. c. Social Welfare: <ul style="list-style-type: none"> - Improving Infrastructure for workers - Improved Fire Control Management. - Trainings; d. Community Development. <ul style="list-style-type: none"> - Conducted through CSR program e. Corrective and Preventive Action, by conducted internal audit. f. Certification Achievement <ul style="list-style-type: none"> - PT. Meridan Sejatisurya Plantation maintained RSPO, ISPO, ISCC, Halal, Proper "Biru" certification. 	
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Criteria 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.		
3.4.1	<p>(C) SEIA in new planting or operation including mills, is conducted independently and participatively by involving the affected stakeholders, inclusive of impact assessment from the smallholder/outgrower scheme (if any). The assessment is to be documented.</p> <p>- Critical (Major) compliance -</p>	<p>There is no change of company's environmental documents compared to the previous assessment.</p> <p>PT Meridan Sejatisurya Plantation has environmental impact assessment in form of <i>Dokumen Pengelolaan dan Pemantauan Lingkungan</i> (DPPL). This document established by Riau Governor through "Surat Keputusan No.KPTS.883/VIII/2009 <i>tentang Penetapan Dokumen Pengelolaan dan Pemantauan lingkungan</i> (DPPL) <i>kegiatan Perkebunan Kelapa Sawit seluas 10,826.05 Ha di Kecamatan Kerinci Kanan Kabupaten Siak dan Kecamatan Langgam Kabupaten Pelalawan, Provinsi Riau of PT Meridan Sejatisurya Plantation</i>" dated 19th August 2009. The scope of social and environmental study covers development of oil palm plantation 10,286.05 Ha and development of palm oil mill with capacity 45 tons FFB/hour.</p> <p>All significant impacts have been identified i.e. reduction of soil and water quality, reduction of air quality, impact to socio-economic of local community, impact to occupational health and safety, work and road traffic accident, land fire, and disturbance of natural water balance. Plan to monitor and manage of each identified environment impact have been provided and documented.</p> <p>Sei Pingai Mill has installed methane capture for biogas station. This additional installation has responded from "<i>Dinas Lingkungan Hidup dan Kehutanan melalui surat Nomor: 045/PPKLHK/1811, tertanggal 24 April 2018</i>". One of point within this letter is utilization of methane gasses for biogas station. This biogas aims to support fuel for Boiler combustion by using gas burner.</p> <p>In 2020, the unit of certification has demonstrated the document of environmental permit No: Kpts.01/DPMPTSP/2020, <i>tentang Izin Lingkungan Kegiatan Perkebunan Kelapa seluas 10,826.05 ha dan</i></p>

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		<p>Pabrik Kelapa Sawit Kapasitas 60 ton per hour. Issued by “<i>Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu</i> Provinsi Riau, dated 9th January 2020. The document included operation of biogas and replanting activities.</p> <p>The Environmental Evaluation Document (DELH) was consulted with the parties on 18 July 2019 (review environmental document after the installation of biogas plant) consisting of relevant agencies (the Office of Investment and One Stop Integrated Services of the Riau Province, the Riau Province Manpower Office, the Siak Regency Environmental Service, the Regency Environmental Service). Pelalawan, Siak District Public Works Service, Kerinci Kanan Sub-district, Tualang District, Lancang Kuning University, Riau University, Health Service, Environment and Forestry Service of Riau Province).</p> <p>Those documents above have no expiration date, therefore, there is no update for this indicator</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management plan and its monitoring have been developed with participation of affected stakeholders.</p> <p>- Minor compliance -</p>	<p>There is no change of company’s environmental documents compared to the previous assessment.</p> <p>SEIA document available at site office as per “DELH, RKL and RPL (environmental management and monitoring plan)” document and SIA Document. Social and environmental management plan and its monitoring have been developed as per RKL-RPL document. The SEIA (DELH, RKL and RPL) was documented according to local requirements and include consultation with relevant stakeholders (such as village head, and socialite) to identify impacts and to develop any mitigation measures. The consultation result and the mitigation has been stated in the SEIA documents.</p> <p>Social and environmental management plan and its monitoring have been developed with participation of affected stakeholders. It was documented as per DELH, RKL-RPL document and SIA document.</p>	Complied

		<p>Management and monitoring plan for social and environmental impact are as below:</p> <ul style="list-style-type: none"> • To minimize the air quality and noise impact: using the standard emission for transportation; watering road during dry seasons; vehicle speed limitation; planting air pollution absorbent trees; dust collector installation in the boiler chimney; maintenance of machine and equipment; regular measurement of emission quality. • To minimize the water quality decreased impact: land cover crop planting in the open area; Palm fronds stacking to resist soil erosion; conserve and protect the vegetation at riparian area; minimize fertilizer & agrochemical usage; Integrated pest management; regular water quality measurement; waste management both domestic and hazardous waste according to regulation; land application monitoring. • To minimize the land fire impact: provision of fire-fighting facilities and infrastructure, including monitoring towers and emergency response teams; fire handling training and simulation; regular fire monitoring and patrol. • To minimize the decreased abundance of aquatic biota: Pesticide handling management; reduce agrochemical usage; water management; regular monitoring for aquatic biota. • To enhance the open employment and business opportunities: open announcement for job opportunities; local employee recruitment; comply to manpower regulation; comply to minimum wages according to regulation; coordination and communication with surrounding village head. • To increase in economic activity and community income: collaborate with communities through productive partnerships; coaching community skills in business cooperate with Dinas Koperasi dan UMKM. 	
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		<ul style="list-style-type: none"> • To reduce traffic jams and road damage: Transportation management (speed, standard condition, truck load); installation of traffic signs; response to surrounding community aspiration and complaint. • To reduce public health nuisance: agrochemical handling to minimize impact to water quality use by public; provision of public health services; domestic waste management to prevent the disease; regular medical check-up for employee; coordination with Dinas Kesehatan to monitor the public health. • To increase positive public perception: open recruitment for local employee; record and response the stakeholder aspiration; communication and consultation with stakeholder; developing CSR and charity programme; appointment of permanent employees and provision of employee training <p>The above mentioned mitigation and management plan are still in effectiveness and there is no required to make or revise the plan as per confirmed by the stakeholder during the public consultation session</p> <p>The monitoring implemented to monitor the effectiveness of the mitigation measure and reviewed every 6 months. The plan based on SEIA (RKL RPL) that covered:</p> <ul style="list-style-type: none"> • Monitoring water quality of river stream at estate and water gate. • Monitoring wastewater (POME) every month • Monitoring erosion rate with stick indicator checked monthly and laboratory analyse every year • Monitoring ambient air quality at mill and employee housing every 6 months • Monitoring emission air quality from boiler and generator every 6 months • Monitoring wildlife and pest existence every 6 months 	
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		<ul style="list-style-type: none"> Monitoring of groundwater (clean water) quality at monitoring wells every 6 months. Monitoring of water biodiversity at river stream every 6 months. <p>Noted that this matrix (describes in bullets) is fixed and as long as there is no change in environmental impact. The change shall be approved by Environmental Agency. Therefore, there is no update for this indicator</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>PT Meridan Sejatisurya Plantation has conducted environmental management and monitoring plan as per "<i>Dokumen Matriks Dokumen Pengelolaan dan Pemantauan Lingkungan (RKL/RPL)</i>".</p> <p>PT Meridan Sejatisurya Plantation – Sei Pingai has also implemented the environmental management plan and reported on 6 monthly bases. Last report provided for first semester 2022 under "Laporan Pelaksanaan Izin Lingkungan semester I tahun 2021". This report has been submitted to Environmental Agency of Riau Province and Siak Regency level (record of submitted No: 276/Eks/Sus-FR/VII/2022, dated 20th July 2022 – received by Mr Darmawi (Officer) and the document has also reported to Ministry of Forestry and Environmental of Republic of Indonesia through uploaded at SIMPEL (system informasi pelaporan elektronik lingkungan hidup), ID TTE: 1663938716-3352, dated 23th September 2022.</p> <p>Record of environmental and monitoring year 2022 has demonstrated as certificates analysis document, such as:</p> <ul style="list-style-type: none"> Certificate of Air Quality Test (Ambient Air), No: 044/U/BINA/V/2022, dated 16th May 2022, location in Workers Hosing/Emplacement and Down Wind Area. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Government Regulation of Republic Indonesia No 22 year 2021, with parameter is SO₂, CO₂, NO₂, O₃, Hidrocarbon Non Metana, PM₁₀, PM_{2,5}, TSP, Pb, Noise. 	Complied

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		<ul style="list-style-type: none"> • Certificate of Air Quality Test (Air Emission), No: 044/U/BINA/V/2022, dated 16th May 2022, location in Generator 3 in Sei Pingai POM. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Regulation of Ministry of Environmental of Republic Indonesia No 11 year 2021, with parameter is NO2, CO and, Kecepatan Air. • Certificate of Air Quality Test (Kebauan), No: 044/U/BINA/V/2022, dated 16th May 2022, location in IPAL in Sei Pingai POM. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Degree of Ministry of Environmental of Republic Indonesia No 50/MENLH/XI/1996, with parameter is H2S, CH3-SH, (CH3)2S, NH3, C6H4CHCH3. • Certificate of Water Quality Test (Wastewater), No: D.06.10009/LHU/2022, dated 24th Juni 2022, location in IPAL in Sei Pingai POM (Outlet NO 8). Conducted by PT ITEC Solution Indonesia (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Degree of Ministry of Environmental of Republic Indonesia No 28 year 2003, with parameter pH, BOD, COD, TSS, NH3-N, Pb, Zn, Minyak dan Lemak • Certificate of Soil Quality Test, No: 044/U/BINA/V/2022, dated 16th May 2022. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). The result has shown complied with Degree of Ministry of Environmental of Republic Indonesia No 28 year 2003 • Certificate of Water Quality Test, No: 044/U/BINA/V/2022, dated 16th May 2022, location in Gasip River. Conducted by BINALAB (Laboratorium Pengujian Kualitas Lingkungan). 	
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Criteria 3.5: A system for managing human resources is in place.

Guidance:
Applicable regulation that can be made as a reference for this Criterion is the Act No. 13 of 2003 concerning Manpower.

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<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives in accordance with the applicable regulation.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejatisurya Plantation the procedure for employment as follow: Noted, there is no change on the employment procedure for years ago. Therefore, the list laid down here is are no much change comparing to the previous assessment</p> <ul style="list-style-type: none"> • Selection and recruitment - "<i>Prosedur Rekrutmen dan Seleksi Karyawan</i> No.FR.CHR.R&S.002" dated 1 November 2012 • Worker performance evaluation - "<i>Prosedur Penilaian Prestasi Kerja Karyawan</i> No. FR.CHR.R&S.001" dated 1 November 2012 • Worker relocation - "<i>Prosedur Mutasi Karyawan</i> No.FR.CHR.L&D.003" dated 1 July 2012. • Worker promotion - "<i>Prosedur Promosi Karyawan</i> No.FR.CHR.L&D.004" dated 1 July 2012. • Worker Retirement/Pension – "<i>Prosedur Pensiun</i> No.FR.CHR.TMT.001" dated 1 July 2012. • Worker Termination – "<i>Prosedur Terminasi Karyawan</i> No.FR.CHR.TMT.002" dated 1 July 2012. <p>All procedure is available in Bahasa Indonesia language and has been communicated to all workers.</p> <p>Besides, employment rules also described within document of Collaborative Working Agreement or "<i>Perjanjian Kerja Bersama (PKB)</i>" that been approved by company and worker union. This document is acknowledged and registered by Transmigration and Manpower Department of Siak Regency as per Decree No: 41 Tahun 2021, dated 1 September 2021.</p> <p>Procedures of retirement and termination is describe in Chapter XIII covers termination with specific reason, criminal issues, violate the agreement, resignation, disciplinary issues, manpower efficiency,</p>	<p>Complied</p>
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		<p>decease, pension/retirement, probation, end of specified time work agreement/PKWT. Also the procedure of its compensation is available in Chapter XIV.</p> <p>The procedure and its content already comply with applicable laws and regulation in Indonesia related workforce/employment.</p>	
3.5.2	<p>Employment procedures are implemented and records are maintained.</p> <p>- Minor compliance -</p>	<p>Based on interview with sample of workers on 27 September 2022 onsite (5 manuring workers, 5 sprayers and 3 harvesters), there is no indication that company being discriminative towards the employees: rice benefit provided as per standard (number of dependent), working tools provided for worker – based on activity, PPE provided for worker – based on risk assessment.</p> <p>PT Meridan Sejatisurya Plantation has conducted regular evaluation against all of employees, as one aspect considered for promotion and conducted talent test prior to promotion.</p> <p>Based on document verification upon Job vacancy announcement PT Meridan Sejatisurya Plantation, "Surat No.MSSP/LK/62/II/2013" shows the recruitment process requirement adjusted with job type including education level, age, health status.</p> <p>Data verified during onsite audit year 2022:</p> <ul style="list-style-type: none"> - In 2021, there was 22 employees was promoted to be permanent. 	Complied
<p>Criteria 3.6: An Occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
3.6.1	<p>(C) All operational activities risks assessed to identify the H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT Meridan Sejatisurya Plantation has identified the H&S issues for all operational activities both mill and estate. Identification result are documented in "FR.OSH.PO3-1/1-0/01-08-2011 – <i>Identifikasi Sumber Bahaya, Penilaian dan Pengendalian Resiko</i> 2022" both for Sei Pingai Mill and Sei Pingai Estate.</p>	Complied

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		<ul style="list-style-type: none"> • Sei Pingai POM - the risk assessment covered processes and activities related to realisation of product CPO such as: weighing bridge, boiler, engine room, loading ramp, sterilizer, threshing, pressing, kernel operation, clarification, office, lab, dispatch CPO, firefighting simulation, water treatment, chemical warehouse, biogas plant. • Sei Pingai Estate – the risk assessment covered processes and activities such as: spraying, fertilizing, weeding, replanting, road maintenance, firefighting simulation harvesting, transportation, warehouse, workshop, infrastructure, policlinic, etc. <p>Above mentioned are not much changed when comparing to the previous assessment</p> <p>There was also covered all the risk attached to the products. The risk assessment was reviewed annually and should any accident had occurred. There is no additional activities need to be assessed in HIRAC compared to the previous audit.</p> <p>The implementation has been observed, such as evidence of PPE disbursement for workers in Mill and Estate. Based on field observation, for instance in spraying activities, the operators have been provided PPE such as boots, apron, rubber gloves, mask, safety goggles. Pesticide solutions are mixed in pesticide warehouses and transported by special vehicles. Work equipment and PPE were stored in special warehouses, including for mixing pesticides, and washing after work. The rinse solution is stored in a special place and used again as a mixing agent in the next day's activities.</p> <p>PT Meridan Sejatisurya Plantation has also shown the document of mitigation plan to reduce the hazard and risk impact has been developed in "Program Kerja Penerapan Sistem Manajemen K3 Tahun 2022 – OHS Program year 2022", such as:</p> <ul style="list-style-type: none"> • OHS management system review • Accident report 	
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		<ul style="list-style-type: none"> • Safety committee meeting and reporting • HIRADC review • Medical check-up for workers • First aid kit monitoring • Emergency response equipment monitoring • First aid training • Emergency response simulation/drill • OHS Procedure socialization <p>Implementation of the OHS programme can be demonstrated during audit. Monitoring of the safety plan was conducted by regular safety meeting once in a month. Several action plans were raised for the unachieved safety targets and plans. The safety target and plans were also publicly available via display at strategic locations.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>PT Meridan Sejati Surya Plantation has demonstrated the document of effectiveness of OHS program year 2022, such as:</p> <ul style="list-style-type: none"> • Refreshment training related to OHS, consisted of: understanding MSDS; handling empty pesticide containers; emergency response plan (for accident and spillage/contamination); prohibit use of agrochemical for pregnant and breastfeeding female worker; prohibit spraying in HCV and water body. • OHS safety meeting, record of OHS meeting provided • Report of OHS inspection (monthly). • OHS internal audit, all the issues were followed up. • PPE Provision for all workers at mill are demonstrated as per "Bukti Serah Terima Alat Pelindung Diri Pabrik Sei Pingai POM dan Estate". • Regular medical check-up for employee; coordination with Dinas Kesehatan to monitor the public health. 	Complied

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		<ul style="list-style-type: none"> • Trimester OHS Committee Report (P2K3) has been submitted to Manpower Agency regularly. <p>Based on field visit during onsite audit for spraying workers and harvester, the risk impact probability was irritated and eyes dieses, control by using appropriate PPE (eye wear/safety glasses, masker and hand gloves) and regular training for sprayer workers.</p> <p>Discipline of PPE usage monitoring regularly conducted by Estate management to ensure all workers use the appropriate PPE during working. Monitoring record present in "Daftar Pemeriksaan Alat Pelindung Diri (APD)".</p> <p>Monitoring of emergency response and preparedness facilities, i.e: fire hydrant. Based on field visit in Sei Pingai POM, the performance of hydrant no 3 was well</p> <p>Based on interview with worker in pesticides application method to minimizing risk and negative impact i.e: - Mixing of chemical conducted by trained person (Supervisor). There were aims to ensuring proper dosage, type of pesticide use. - Using of PPE while chemical mixing. Mixing of chemical located in mixing area, side by side with the chemical storage.</p>	
Criteria 3.7: All staff, workers, Scheme Smallholders, outgrowers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, scheme smallholders, and outgrowers taking into account gender- specific needs, and which covers applicable aspects of P&C Principles, in a form they understand and includes assessment of the training.</p> <p>- Critical (Major) compliance -</p>	<p>Training program has been developed annually for mill and estate as per "Kalender Pelatihan Non-Regular Tahun 2022, by Learning & Development Department". Training programmes are developed to enhance the hard skill and soft skill for employee and staff. The company does not has scheme smallholder and outgrower.</p> <p>Below are the aspects Training programme in which the program are not different from the previous assessment and some of training is subject to the local requirement:</p>	Complied

		<p><u>Sei Pingai Estate:</u></p> <ul style="list-style-type: none"> • Spraying Management • Division Management • Foreman Work Management • Refreshment Estate Program <p><u>Sei Pingai Mill:</u></p> <ul style="list-style-type: none"> • Mill Operations Management • Technical Refreshment Training for Mill • Operator Competency Certification • Technical Training Boiler by vendor • Technical Training Chemical by vendor • Technical Training Pump by vendor • Technical Training Bearing by vendor <p>Workshop Department:</p> <ul style="list-style-type: none"> • Safety Defensive Driving • Transport Management • Road Maintenance Refreshment <p>Administration Department:</p> <ul style="list-style-type: none"> • Employment Refreshment Training <p>Land firefighting training Etc.</p> <p>Field observation has been conducted to verify the effectiveness of the training and to ensure health and safety, in particular for women workers such as in spraying activity. Based on field observation and interview with the women workers, it is known that the pesticides</p>	
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		application has been conducted by methodes that has minimum risk and negative impacts to workers or environmental. The workers can demonstrate safe working practices in accordance with the existing procedures, such as spraying in the direction of the wind, or prohibition of spraying on riparian. They have understood the emergency response in the event of an accident.	
3.7.2	Records of training are maintained, where appropriate on an individual basis. - Minor compliance -	Record of annual training of 2021 are well maintained. For instance: <ul style="list-style-type: none"> - Training of Estate fire fighting in October 2021. - Training of Mill fire fighting in November 2021. - Training of pesticide application in October 2021. - Training of first aid kit in September 2021. - Training of PPE usage in April 2021. - Training of supply chain in July 2021. 	Complied
3.7.3	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed. - Minor compliance -	The company has provided annual awareness RSPO Supply Chain training in July 2022 with target participant is GM Estate, Mill Manager, Mill Assistant, Weighing Officer and Production Clerk. Audit team also has verified the training documents for internal auditor. As the list of internal auditor is not changed from the previous audit, here is the evidences of the training for the internal auditor which is remain unchanged from the previous audit: <ul style="list-style-type: none"> - Mr. Indra Zulkarnain’s RSPO Supply Chain Certification Training Course certificate dated 19-20 July 2018. Training provider David Ogg & Partners Limited. - Mr. Indra Zulkarnain and Mrs. Eska Arganita attended “Understanding & Implementing P&C RSPO SCCS” dated 21-22 December 2020. Training provider Mutu Institute. 	Complied

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		Based on interview with those PIC and observation in weighbridge, it is known that the PIC understood the supply chain mechanism, and the MB record has conducted and monitored well.	
<p>Criteria 3.8: Supply chain requirements for mills. Procedure note: all requirements are classified as Critical Indicators. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>The unit of certification uses RSPO Supply Chain Certification Standard module Mass Balance. Not applicable.</p>	Complied
3.8.2	<p>Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>The unit of certification is a palm oil mill that uses RSPO supply chain Mass Balance module, therefore they can process FFB from certified and non-certified sources. The site aware that they can only claim their product (CPO and PK) as Mass Balance. Within this certification period, due to top management decision, Sei Pingai POM only received FFB from their own estate (FFB certified). However, the mill still used the Mass Balance Module. PT. Meridan Sejatisurya Plantation - Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01 (last revised 22 April 2021), Section 5.6 Keseimbangan Massa/Mass Balance (MB) stipulating the general rules: mass balance period started from RSPO certificate issue date; the mass balance period ends in 3 months period; RSPO output volume comes from RPO input volume x conversion</p>	Complied

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		<p>factor/yield/extraction rate; RPO product cannot be negative at the end of mass balance; balance = volume input SPO RSPO during mass balance period x conversion factor/yield/extraction rate ≥ outgoing volume RSPO during mass balance period; no double accounting with other certification scheme.</p> <p>Marketing region and certification and traceability department/staff has a responsibility to monitor the mass balance requirement are fulfilled.</p>	
<p>3.8.3</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated annual tonnage for certified FFB processed, CPO and PK production are available in the Estate and Mill annual production budget for 12 months since previous surveillance assessment. The FFB tonnage received from company owned estate and outside supplier. The estimated for CPO and PK production from Sei Pingai POM is recorded under the public summary report and on the RSPO certificate for PT. Meridan Sejatisurya Plantation. The actual CPO and PK production were verified during each subsequent annual surveillance assessment visit to ensure that certified mill only deliver the allowed tonnage for the year.</p> <p>BSI Group as certification body has submitted estimated of FFB received, CPO and PK produced to RSPO Public Summary Report and the RSPO PalmTrace system. Based on the previous certificate (ASA-2 and ASA_3 until November 2022) obtained information the quota of certified product was:</p> <ul style="list-style-type: none"> • FFB: 140,300 MT • CPO: 30,866 MT • PK: 7,716 MT <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01, Section 5.6.4, Mass Balance Palm Oil Mill: Incoming CPO/PK today = ((Total FFB processed – FFB balance) x Mass Balance FFB today) + (Total FFB balance x FFB Mass Balance today))) x today's OER.</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> - Today FFB Mass Balance: FFB received today compared Total FFB received today. Calculated for each FFB status. - Yesterday FFB Mass Balance: FFB received yesterday compared Total FFB received yesterday. Calculated for each FFB status. - All outgoing CPO/PK with other certification scheme will reduce CPO/PK MB stock in the mill. 	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM is a subsidiary of First Resources Limited, which holds RSPO membership number 1-0047-08-000-00, since 10 March 2008.</p> <p>PT. Meridan Sejati Surya Plantation – Sei Pingai POM was registered in RSPO IT Platform (PalmTrace) with member ID: RSPO_PO1000002637.</p>	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. 	<p>The mill has had the supply chain procedure as follows:</p> <ol style="list-style-type: none"> a. PT. Meridan Sejatisurya Plantation - Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021. <ul style="list-style-type: none"> Section 5.1 Traceability in Palm Oil Mill. Section 5.4 Traceability in Kernel Crushing Plant. Section 5.5 RSPO IT Platform User Section 5.6 Mass Balance Section 5.7 Internal Audit Section 5.8 Non-conformance or Complaint Handling Section 5.9 Document related to Supply Chain Certification Section 5.10 Training Section 6 Roles and Responsibility 	Complied

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	<p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill.</p>	<p>PT. Meridan Sejati Surya Plantation have established Work Instruction General Corporate Communication No. WI-M-OP-001 dated 9 November 2018. The work instruction describe requirement of RSPO Market Communication and Claims. Above mentioned documented procedures are remain unchanged from the previous assessment and/or no revision so far</p> <p>b. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021; Section 5.9 Document related to Supply Chain Certification stipulates document prepared in form of mass balance calculation (MS Excel), traceability document (delivery order, purchase contract, invoice, shipping instruction, dispatch note), Internal audit document, Complaint and non-conformity recapitulation, training related to SCCS document, procedure related to SCCS. The certification unit have all the relevant records and report, which complete and up to date demonstrating compliance with the supply chain model requirements, including training records. Record seen:</p> <ul style="list-style-type: none"> - Monthly Mill Production Record, period August 2021 – July 2022. - Sales Contract #20000758/MSSP/VII/2021 dated 12 July 2022; 2,500,000 kg PK MB. - Delivery Order #2081/DO-MSSP/VII/2021 dated 16 July 2021; 250,000 kg PK MB. Remark with "RSPO Certified PK - MB" stamp. - Weighbridge Ticket #MS2-20210800033 dated 12 August 2021; 29,140 kg PK MB - Training of RSPO Supply Chain dated 23 August 2022, attended by 11 personnel. <p>c. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures</p>	
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		<p>Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01” dated 22 April 2021; Section 6 Roles and Responsibility explains <u>Corporate Sustainability</u>: responsible for developing supply chain certification standard in First Resources Group, ensure this procedure in line with traceability norm and acceptable sustainability norm, to review this procedure implementation, verifies the compliance and PIC’s commitment periodically during RSPO Internal Audit, conduct SCC supplier validation verification, prepare UML list. <u>Marketing Region</u>: Ensure RSPO certificate for sales and purchase of RSPO product, ensure receiving and shipping of RSPO product’s administration is complete, to report to CB in case of RSPO product projected overproduction, prepare MB calculation, prevent double accounting, update real stock and credit RSPO. <u>Corporate Mill</u>: Monitor the implementation of supply chain certification, to report to Marketing Region and Corporate Sustainability if projected overproduction. <u>Mill Weighbridge Officer</u>: To prepare marking to identify FFB status for RSPO certification/other certification/non-sustainable, ensure RSPO delivery as per Delivery Order/Purchase Contract from Marketing Region.</p> <p>Written in the assignment letter from Head of Sustainability, “Penunjukkan Penanggung Jawab Penerapan Sistem Supply Chain Certification Standard (SCCS) First Resources Group” dated 15 October 2021, the company has appointed: Eko Darmawanto, Indra Zulkarnain, Nunik Widayati, Andryes Lim and Jap Kha Wui.</p> <p>As personnel responsible for the implementation of RSPO SCC Standard, including conduct internal audit and management review. During audit, the persons can explain the requirement of RSPO supply chain and its implementation. Based on company’s Job Description dated 16 Jul 2018, Mill Manager is responsible for implementation of supply chain procedure implementation in the Sei</p>	
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		<p>Pingai POM unit, including monitoring of mass balance stock position therefore no negative credit at end of mass balance period.</p> <p>d. PT. Meridan Sejatisurya Plantation-Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01" dated 22 April 2021.</p> <p>Section 5.1.1 described FFB Receiving – Corporate sustainability informing Marketing Region, Group Manager/Estate Manager of the certification period and PalmTrace license of the certified estates; Weighbridge officer carried out marking of FFB status identification, i.e.: RSPO-certified/other certification system/non-sustainable; For RSPO-certified FFB, marked with RSPO certificate number, "Certified", and "MB" mark on the "Surat Pengantar TBS". Non-sustainable (non-certificate) FFB marked with "Non-sustainable" mark on the "Surat Pengantar TBS".</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill;</p> <p>a) Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b) Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01 dated 22 April 2021 that in Section 5.7 described Internal Audit. The procedure described that internal audit shall be conducted minimum once a year and refer to the latest RSPO Supply Chain Certification Standard, RSPO Supply Chain Certification System and RSPO Market Communication and Claims.</p> <ul style="list-style-type: none"> - Auditor will conduct internal audit shall obtain internal and external training related to SCCS to get knowledge. - Internal audit referring to RSPO Supply Chain Certification System, RSPO Supply Chain Certification Standard, RSPO Rules on Market Communications and Claims and RSPO Principles and Criteria (with updated Supply Chain Requirements for Mills). 	<p>Complied</p>

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		<ul style="list-style-type: none"> - If during internal audit non-conformity issued, record under corrective and preventive action. Internal audit result communicated to local management and reviewed under Management Review Meeting minimum once per year. <p>Above mentioned procedure is still remain unchanged from the previous assessment</p> <p>According to the RSPO Procedures, internal audit for RSPO P&C and Supply Chain conducted annually. The last internal audit has been held on 26 – 28 October 2021 using the applicable standard. There was no noncompliance raised against supply chain indicator.</p> <p>Audit team verified the training documents for internal auditor: Mr. Indra Zulkarnain’s RSPO Supply Chain Certification Training Course certificate dated 19-20 July 2018. Training provider David Ogg & Partners Limited. Mr. Indra Zulkarnain and Mrs. Eska Arganita attended “Understanding & Implementing P&C RSPO SCCS” dated 21-22 December 2020. Training provider Mutu Institute.</p> <p>The company has provided annual awareness RSPO Supply Chain training in July 2022 with target participant is GM Estate, Mill Manager, Mill Assistant, Weighing Officer and Production Clerk. Based on interview with those PIC and observation in weighbridge, it is known that the PIC understood the supply chain mechanism, and the MB record has conducted and monitored well.</p>	
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> iv) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. v) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. vi) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM demonstrated procedure "Corporate Sustainability Management Procedures Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR Rev.01 dated 22 April 2021.</p> <p>i. Section 5.1.1 described FFB Receiving – Corporate sustainability informing Marketing Region, Group Manager/Estate Manager of the certification period and PalmTrace license of the certified estates; Weighbridge officer carried out marking of FFB status identification,</p>	Complied

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		<p>i.e.: RSPO-certified/other certification system/non-sustainable; For RSPO-certified FFB, marked with RSPO certificate number, "Certified", and "MB" mark on the "Surat Pengantar TBS". Non-sustainable (non-certificate) FFB marked with "non-sustainable" mark on the "Surat Pengantar TBS".</p> <p>Sighted incoming FFB delivery note:</p> <ul style="list-style-type: none"> • Delivery note "Surat Pengantar Tandan Buah Segar No.09307"; harvest date 26 September 2022; FFB 318 bunches and 665 kg loose fruit from Block P01 and P02 Division IX; Transport ID DT56 BM0039TN. • Weighbridge ticket No.MSI-20220901717 dated 26 September 2022; Transport ID DT56 BM0039TN; SPB No. 09307; Customer PT. Meridan Sejatisurya Plantation; Product FFB; Transporter PT. Meridan Sejatisurya Plantation; Contract No. A04/21/AFD-09/2022; Weighing date 26 September 2022; FFB nett 6,770 kg; Loose Fruit 665 Kg; remarks with "RSPO Certified MB" and "ISCC Sustainable" stamp. • Delivery note "Surat Pengantar Tandan Buah Segar No.09308"; harvest date 26 September 2022; FFB 306 bunches and 650 kg loose fruit from Block M05 Division IX; Transport ID DT57 BM9103QA. • Weighbridge ticket No.MSI-20220901722 dated 26 September 2022; Transport ID DT57 BM9103QA; SPB No. 09308; Customer PT. Meridan Sejatisurya Plantation; Product FFB; Transporter PT. Meridan Sejatisurya Plantation; Contract No. A04/21/AFD-09/2022; Weighing date 26 September 2022; FFB nett 6,570 kg; remarks with "RSPO Certified MB" and "ISCC Sustainable" stamp. <p>ii. Section 6.2.4 stipulates reporting to certification body related to overproduction, minimum 3 months from surveillance audit carried out</p>	
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		<p>– if the production projection over the quota in RSPO certificate/RSPO IT Platform.</p> <p>iii. Section 5.8 Penanganan Ketidaksesuaian atau Komplain” mentioned that nonconformity may occurs between SPO status, Delivery Order document and certification declaration on SPO delivery note. Weighbridge clerks inform Marketing Department, then Marketing Department perform action to revise the document or reject the product. Furthermore in "Corporate Sustainability Management Procedures – Ketelusuran dan Keseimbangan Masa di Kebun dan Pabrik Kelapa Sawit” No.FR.CSM.MTM dated 13 July 2018, Section “3.16 Penanganan Produk yang Tidak Sesuai” stated non-conforming product shall not release to market and to be corrected in order to meet customer requirements or to be used for other purpose or be eliminated.</p> <p>The Mill can receive FFB from certified and non-certified source. Certified source consists of company own estate, which is Sei Pingai Estate. However, since previous assessment, top management decided the mill will not receive non-certified FFB.</p> <p>The Mill can verify that incoming FFB are certified based on “Surat Pengiriman TBS” (delivery note).</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <p>a) The name and address of the buyer;</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM has demonstrated sales documents for RSPO certified product sold. All requirements are available on the sale document. Here are the list of sale documents for the selling products to the buyers</p> <ul style="list-style-type: none"> • The loading or shipment/ delivery date: available as recorded in weighbridge ticket; • The date on which the documents were issued: Date of Sales Contract, Date of Delivery Order, Date of Weighbridge Ticket; 	Complied

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	<p>b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number.</p>	<ul style="list-style-type: none"> • A description of the product, including the applicable supply chain model (Identity Preserved, Segregated or Mass Balance or the approved abbreviations): RSPO Palm Kernel (Mass Balance); • The quantity of the products delivered: Total volume in sales contract; Total volume in Delivery Order (DO), Volume recorded in weighbridge ticket; unit of measurement in kg. • Any related transport documentation: truck ID from contractor, with reference of Delivery Order number. • Supply chain certificate number of the seller: PT. Meridan Sejatisurya Plantation - Sei Pingai POM's RSPO 634712; • A unique identification number: the delivery order number. <p>-----</p> <ul style="list-style-type: none"> • Contract "Kontrak Penjualan No.20000782/MSSP/X/2021" dated 18 October 2021. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified • Delivery Order No.2111/DO-MSSP/X/2021 dated 22 October 2021, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6115/MSSP/X/2021; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. • Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No. 6115/MSSP/X/2021 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 20 October 2021 for transport of 250 tons 	
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		<p>PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor.</p> <ul style="list-style-type: none"> Shipping Announcement TR-4d04ac84-2376 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 60.67 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. Shipping Announcement TR-040043b6-84c0 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 28.26 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. Shipping Announcement TR-16510353-c522 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.77 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. Shipping Announcement TR-c7cf2d87-a21c → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.34 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. Shipping Announcement TR-df5ab51c-455e → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 65.25 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. Shipping Announcement TR-f8e8efcd-0989 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 40.45 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. <p>-----</p> <ul style="list-style-type: none"> Contract "Kontrak Penjualan No.20000859/MSSP/V/2022" dated 30 May 2022. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco 	
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		<p>Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified.</p> <ul style="list-style-type: none"> • Delivery Order No.2063/DO-MSSP/VI/2020 dated 03 June 2022, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6042/MSSP/VI/2022; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. • Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No. 6042/MSSP/VI/2022 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 2 June 2022 for transport of 250 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. • Shipping announcement TR-25fc0d5f-e38f → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 15.12 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-64eed5c6-7dd6 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 58.08 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-63074aab-0286 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 85.46 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-b4b5b5dc-de84 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: 	
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		<p>CSPK; SC Model: Mass Balance; Volume: 60.63 MT; Seller Contract No. No. 20000859/MSSP/V/2022.</p> <ul style="list-style-type: none"> Shipping announcement TR-ed6d4943-cd68 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 29.78 MT; Seller Contract No. No. 20000859/MSSP/V/2022. Shipping announcement TR-fd810d62-2201 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 0.78 MT; Seller Contract No. No. 20000859/MSSP/V/2022. <p>-----</p> <ul style="list-style-type: none"> Contract "Kontrak Penjualan No.20000870/MSSP/VII/2022" dated 01 July 2022. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. Delivery Order No.2080/DO-MSSP/VII/2022 dated 01 July 2022, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6050/MSSP/VII/2022; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No. 6050/MSSP/VII/2022 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 1 July 2022 for transport of 250 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. 	
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		<ul style="list-style-type: none"> • Shipping announcement TR-6ce3879f-28a5 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 59.41 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-8fe31126-6848 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 60.75 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-8280b50e-28de → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 59.92 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-b10f38b6-ee5e → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 30.46 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-c0e325fe-728b → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 21.75 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-f5830d57-c408 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 17.55 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. 	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding</p>	<p>The mill did not outsource their mill activities. However, the mill has an agreement with independent third parties (subcontractor for CPO/PK transporter).</p> <p>i. PT. Meridan Sejatisurya Plantation - Sei Pingai POM has third party contractor for transport of CPO and PK. The requirements for transport regulated under work agreement. The mill ensure that the</p>	Complied

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	<p>the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification.</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>independent third party complies with relevant requirement of RSPO Supply Chain Certification Standard through the work agreement. Work agreement issued whenever a sales contract issued.</p> <p>ii. During transport, sustainable oil palm product belong to PT. Meridan Sejatisurya Plantation - Sei Pingai POM. Record seen "<i>Surat Perjanjian Pengangkutan Palm Kernel</i>" No. 6050/MSSP/VII/2022 dated 1 July 2022, between PT Meridan Sejati Surya Plantation and PT Berkat Karimar Mandiri. Chapter 5 Verse 2 stated PT. Berkat Karimar Mandiri shall maintain the safety of sustainable palm kernel being transported from palm oil mill to PT. Adhitya Serayakorita – Bangsal Aceh, Dumai (buyer).</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM have ensure the third-party contractor engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance. Chapter 11 of each transport contract stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor.</p> <p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM have communicated the latest procedures, "Corporate Sustainability Management Procedures – Ketelusuran dan Keseimbangan Masa di Kebun dan Pabrik Kelapa Sawit" (FR.CSM.MTM) and "Corporate Sustainability Management Procedures – Mekanisme Rantai Pasok RSPO" (FR.CSM.MRPR) to all third party contractors in PT. Meridan Sejatisurya Plantation - Sei Pingai POM. Communication to third party contractors, Mrs. Susanny Bervita Gunadi (PT. Berkat Karimata Mandiri) on 12 September 2022.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	PT. Meridan Sejatisurya Plantation - Sei Pingai POM has recorded the name and contact details for all third-party transporter, which is PT. Berkat Karimar Mandiri; Contact Person: Susanny Bervita Gunadi;	Complied

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		Address: Jl. Pluit Indah No.26 RT001/RW007 Pluit, Penjaringan, Jakarta Utara. This contact details are remain the same from the previous assessment	
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	<p>PT Meridan Sejatsurya Plantation - Sei Pingai POM have established procedures "Corporate Sustainability Management Procedures – Mekanisme Rantai Pasok RSPO" (FR.CSM.MRPR), that described responsibility to inform CB regarding the names and contact details of any new contractor used for the next processing or physical handling of RSPO certified oil palm products.</p> <p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM has recorded the name and contact details for all third-party transporter, which is PT. Berkat Karimar Mandiri; Contact Person: Susanny Bervita Gunadi; Address: Jl. Pluit Indah No.26 RT001/RW007 Pluit, Penjaringan, Jakarta Utara. This contact details are remain the same from the previous assessment</p>	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p>	<p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM maintained accurate, complete, up-to-date and accessible records and reports covering all aspect of RSPO Supply Chain Certification Standard requirements, as seen in documents as follows:</p> <ul style="list-style-type: none"> • FFB docket; • Sei Pingai POM weighbridge ticket; • Daily production reports; • CPO delivery notes (for non-sustainable and ISCC); • PK delivery notes (for non-sustainable and ISCC); • Incoming Report of Sustainable and Non Sustainable FFB; • Monitoring and Balancing Sustainable and Non-Sustainable CPO Stock; • Internal audit report; 	Complied

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	<p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<ul style="list-style-type: none"> • Management review minutes; • Training records. <p>Procedure "Mekanisme Rantai Pasok RSPO No.FR.CSM.MRPR" stated that all documents related to supply chain are kept in 2 (two) years, consist of:</p> <ul style="list-style-type: none"> • Mass Balance report; • Traceability document (DO, Purchase Contract, Shipping Instruction, Delivery Note); • Internal Audit document; • Summary of complain and non-conformity; • Training documents related supply chain. <p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01, Section 5.6 Mass Balance (MB) stipulating the general rules:</p> <ul style="list-style-type: none"> • mass balance period started from RSPO certificate issue date; • the mass balance period ends in 3 months period; • RSPO output volume comes from RPO input volume x conversion factor/yield/extraction rate; • RSPO product cannot be negative at the end of mass balance; • $balance = volume\ input\ SPO\ RSPO\ during\ mass\ balance\ period\ x\ conversion\ factor/yield/extraction\ rate \geq outgoing\ volume\ RSPO\ during\ mass\ balance\ period;$ • no double accounting with other certification scheme. <p>Section 5.6.4, Mass Balance Palm Oil Mill:</p>	
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		<ul style="list-style-type: none"> • Incoming CPO/PK today = ((Total FFB processed – FFB balance) x Mass Balance FFB today) + (Total FFB balance x FFB Mass Balance today))) x today's OER. • Today FFB Mass Balance: FFB received today compared Total FFB received today. Calculated for each FFB status. • Yesterday FFB Mass Balance: FFB received yesterday compared Total FFB received yesterday. Calculated for each FFB status. • All outgoing CPO/PK with other certification scheme will reduce CPO/PK MB stock in the mill. <p>Daily Production Report:</p> <ul style="list-style-type: none"> • Daily Production "Laporan Harian PKS PT. MSSP" for 30 September 2021: FFB stock is 201.13 MT; FFB sustainable received today 459.07 MT; FFB non-sustainable received today - MT; FFB sustainable received month to date is 13,307 MT; FFB non-sustainable received month to date is - MT; FFB processed 426.27 MT; CPO produced today 91.38 MT; CPO sustainable 91.38 MT; CPO produced month to date is 2,828.84 MT; OER to date 21.44%; FFA 4.12%; CPO dispatch today - MT. PK produced today 25.14 MT; PK sustainable 25.14 MT; PK produced month to date is 775.96 MT; KER to date 5.90%; FFA 2.11%; PK dispatch today 0 MT. • Daily Production "Laporan Harian PKS PT. MSSP" for 31 December 2021: FFB stock is 242.43 MT; FFB received today 387 MT; FFB received month to date is 16,646 MT; FFB processed 629.61 MT. CPO produced today 134.38 MT; CPO produced month to date is 2,537.36 MT; OER to date 21.23%; FFA 3.74%; CPO dispatch today - MT. PK produced today 35.49 MT; PK produced month to date is 663.33 MT; KER to date 5.64%; FFA 2.18%; PK dispatch today 0 MT. <p>Daily Production "Laporan Harian PKS PT. MSSP" for 30 June 2022: FFB stock is 279.15 MT; FFB received today 548.29 MT; FFB received month</p>	
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		<p>today is 11,622 MT; FFB processed 587.92 MT. CPO produced today 124.36 MT; CPO produced month today is 2,423.18 MT; OER today 21.15%; FFA 5.30%; CPO dispatch today 0 MT. PK produced today 32.22 MT; PK produced month today is 627.48 MT; KER today 5.48%; FFA 2.03%; PK dispatch today 89.60 MT.</p>	
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate(KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai POM refers to SOP Mekanisme Rantai Pasok RSPO NO.FR.CSM.MRPR Rev.01, Section 5.6.4, Mass Balance Palm Oil Mill: Incoming CPO/PK today = ((Total FFB processed – FFB balance) x Mass Balance FFB today) + (Total FFB balance x FFB Mass Balance today))) x today’s OER.</p> <ul style="list-style-type: none"> - Today FFB Mass Balance: FFB received today compared Total FFB received today. Calculated for each FFB status. - Yesterday FFB Mass Balance: FFB received yesterday compared Total FFB received yesterday. Calculated for each FFB status. - All outgoing CPO/PK with other certification scheme will reduce CPO/PK MB stock in the mill. <p>Extraction rate of CPO and PK form FFB stated as Oil Extraction Rate (OER) and Kernel Extraction Rate (KER) are checked on daily basis by calculating CPO balance based on stock sounding (measurement) with daily FFB input to palm oil mill. The sounding equipment and weighbridge were calibrated on annual basis.</p> <p>The daily date then recorded and provided to the monthly and yearly date. For instance:</p> <ul style="list-style-type: none"> • OER for June 2022 is 21.02% and KER is 5.44%. • Based on Daily Production “Laporan Harian PKS PT. MSSP” for 31 May 2022: OER today 21.37%; KER today 5.55%; 	<p>Complied</p>

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		<ul style="list-style-type: none"> Based on Daily Production "Laporan Harian PKS PT. MSSP" for 30 June 2022: OER todate 21.02%; KER todate 5.44%; Based on Daily Production "Laporan Harian PKS PT. MSSP" for 31 July 2022: OER todate 21.31%; KER todate 5.37%; 	
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	<p>Extraction rate are updated on daily basis as Oil Extraction Rate (OER) and Kernel Extraction Rate (KER), summarized in monthly basis. For example:</p> <ul style="list-style-type: none"> OER for June 2022 is 21.02% and KER is 5.44%. Based on Daily Production "Laporan Harian PKS PT. MSSP" for 31 May 2022: OER todate 21.37%; KER todate 5.55%; Based on Daily Production "Laporan Harian PKS PT. MSSP" for 30 June 2022: OER todate 21.02%; KER todate 5.44%; Based on Daily Production "Laporan Harian PKS PT. MSSP" for 31 July 2022: OER todate 21.31%; KER todate 5.37%; 	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>The PT. Meridan Sejatisurya Plantation - Sei Pingai POM implements Mass Balance module.</p> <p>Not applicable.</p>	Complied
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM has appointed personnel to handle RSPO IT Platform (PalmTrace) using registered ID RSPO_PO1000002637.</p> <p>The mill has done Shipping Announcement for certified Palm Kernel sold as verified on transaction ID:</p> <p>Sample taken:</p>	Complied

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		<ul style="list-style-type: none"> • Contract "Kontrak Penjualan No.20000782/MSSP/X/2021" dated 18 October 2021. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified • Delivery Order No.2111/DO-MSSP/X/2021 dated 22 October 2021, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6115/MSSP/X/2021; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. • Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No. 6115/MSSP/X/2021 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 20 October 2021 for transport of 250 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. • Shipping Announcement TR-4d04ac84-2376 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 60.67 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. • Shipping Announcement TR-040043b6-84c0 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 28.26 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. • Shipping Announcement TR-16510353-c522 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: 	
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		<p>CSPK; SC Model: Mass Balance; Volume: 27.77 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021.</p> <ul style="list-style-type: none"> • Shipping Announcement TR-c7cf2d87-a21c → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 27.34 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. • Shipping Announcement TR-df5ab51c-455e → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 65.25 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. • Shipping Announcement TR-f8e8efcd-0989 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 40.45 MT; Seller Contract No. No. 2111/DO-MSSP/X/2021. <p>-----</p> <ul style="list-style-type: none"> • Contract "Kontrak Penjualan No.20000859/MSSP/V/2022" dated 30 May 2022. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. • Delivery Order No.2063/DO-MSSP/VI/2020 dated 03 June 2022, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6042/MSSP/VI/2022; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. 	
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		<ul style="list-style-type: none"> • Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No. 6042/MSSP/VI/2022 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 2 June 2022 for transport of 250 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. • Shipping announcement TR-25fc0d5f-e38f → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 15.12 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-64eed5c6-7dd6 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 58.08 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-63074aab-0286 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 85.46 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-b4b5b5dc-de84 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 60.63 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-ed6d4943-cd68 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 29.78 MT; Seller Contract No. No. 20000859/MSSP/V/2022. • Shipping announcement TR-fd810d62-2201 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 0.78 MT; Seller Contract No. No. 20000859/MSSP/V/2022. 	
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		<p>-----</p> <ul style="list-style-type: none"> • Contract "Kontrak Penjualan No.20000870/MSSP/VII/2022" dated 01 July 2022. Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: franco Dumai, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. • Delivery Order No.2080/DO-MSSP/VII/2022 dated 01 July 2022, Seller: PT. Meridan Sejatisurya Plantation; Address: Siak, Riau, Indonesia; Buyer: PT. Adhitya Serayakorita; Address: Jl. Jend. Sudirman, Kecamatan Simpang Empat, Pekanbaru, Riau; Product: RSPO Palm Kernel (Mass Balance); Volume: 250,000 kg; Transporter: PT. Berkat Karimar Mandiri No.6050/MSSP/VII/2022; Remarks/stamp: RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified. • Transport contract "Surat Perjanjian Pengangkutan Palm Kernel No. 6050/MSSP/VII/2022 PT. Meridan Sejatisurya Plantation & PT. Berkat Karimar Mandiri" dated 1 July 2022 for transport of 250 tons PK. Chapter 11 stipulates requirement related to sustainability requirements, including acceptance of visit/audit by contractor. • Shipping announcement TR-6ce3879f-28a5 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 59.41 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-8fe31126-6848 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 60.75 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-8280b50e-28de → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: 	
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		<p>CSPK; SC Model: Mass Balance; Volume: 59.92 MT; Seller Contract No. No. 20000870/MSSP/VII/2022.</p> <ul style="list-style-type: none"> • Shipping announcement TR-b10f38b6-ee5e → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 30.46 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-c0e325fe-728b → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 21.75 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. • Shipping announcement TR-f5830d57-c408 → Seller: PT. Meridan Sejatisurya Plantation; Buyer: PT. Adhitya Serayakorita; Product: CSPK; SC Model: Mass Balance; Volume: 17.55 MT; Seller Contract No. No. 20000870/MSSP/VII/2022. <p>The mill has done Remove in PalmTrace as well, e.g. Stock Transaction. For example:</p> <ul style="list-style-type: none"> • CSPO: ST-TR-d8faa2c2-Oael; date 26-09-2022; Supply Chain Model is Mass Balance; Transaction Type is Remove From Certified Stock; Sold as ISCC. Volume to remove was 8,122.05 MT. • CSPK: ST-TR-c828100b-c74a; date 26-09-2022; Supply Chain Model is Mass Balance; Transaction Type is Remove From Certified Stock; Sold as conventional. Volume to remove was 437.68 MT. 	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>The procedure for claims is stated in SOP for RSPO Supply Chain "Corporate Sustainability Management Procedures – Mekanisme Rantai Pasok RSPO" (FR.CSM.MRPR) Rev.02 dated 10 November 2020. The mill only makes claims on RSPO Certified product in compliance with RSPO Rules on Market Communications and Claims. Statement of RSPO certified and Mass Balance model are only stated in sales documents of RSPO certified product.</p>	Complied

General corporate communications		
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>First Resources Limited, the parent company of PT. Meridan Sejatisurya Plantation is highlighting their commitment to the principles of RSPO, and has been registered as RSPO member with membership No.1-0047-08-000-00 since 10 March 2008.</p> <p>The corporate communication in the website can be found at http://www.first-resources.com/.</p> <p>Complied</p>
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> • Display its RSPO membership status • Display the RSPO web address (www.rspo.org) • State that the member supports the work of the RSPO • State the member's history with regard to the RSPO. • Use the RSPO trademark to promote its membership of the RSPO. <p>Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.</p>	<p>First Resources Limited, in its website:</p> <ol style="list-style-type: none"> a. Display its RSPO membership status: First Resources Limited stated "Our sustainability policies have been guided by the Principles and Criteria set out by the Roundtable of Sustainable Palm Oil, which we have been a member of since 2008". b. Display the RSPO web address: No, First Resources Limited did not display the RSPO web address. c. State the member supports the work of the RSPO: Not in direct manner. In the website, First Resources Limited stated that the organization is a member of RSPO and are committed to adopting its principles and criteria; and stated the organization currently working towards achieving RSPO certifications for kernel crusher and the rest of mill and plantations by 2026. d. State the member's history with regards to the RSPO: Yes. In the website, First Resources Limited stated as of today (at the time of the audit) that the organization have received RSPO certifications for three (3) of subsidiaries covering three (3) mills and more than 27,000 hectares of plantations located in the province of Riau. Both of refineries as well as kernel crushing plant are also RSPO-certified. The organization currently working towards achieving RSPO certifications for kernel crusher and the rest of mill and plantations by 2024. <p>Complied</p>

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		Use of RSPO Trademark to promote its membership of the RSPO: No, First Resources Limited did not use RSPO trademark in its corporate communication in the website.	
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	No, First Resources Limited did not display its RSPO membership status. It is clear that the statement did not lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	No, First Resources Limited did not display its RSPO membership status. It is clear that the statement are clear and did not mislead consumers or other stakeholders as to the certified content of oil palm products in the First Resources Limited own products.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No, First Resources Limited did not display its RSPO Corporate Logo in any document.	Complied
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	There was no use of RSPO trademark and/or RSPO corporate logo in business to business communication related to RSPO certified product; between PT. Meridan Sejatisurya Plantation – Sei Pingai POM and their buyers.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Supply chain model and RSPO certificate number were stated in the delivery document, e.g. Delivery Order and Weighbridge ticket – RSPO Certificate No. RSPO 634712, SCCS Model Mass Balance, Certified	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options:	PT. Meridan Sejatisurya Plantation – Sei Pingai POM is not a distributor and/or wholesaler. Not applicable.	Complied

	<p>a) If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b) If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
5.4	<p>A certified member can provide information to its customers detailing the presence of certified palm oil contained within a product even if it is not eligible for a product-specific under RSPO rules. The end product must not be labelled as certified or sold in such a way that implies RSPO certification.</p> <p>For example, a retailer or food service company may require a breakdown of all palm based ingredients within an end product and the certified status of each. This information may be provided by a certified RSPO member without constituting a product-specific claim.</p>	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM is not producing or selling end-product to consumer. No labelling on product whatsoever.</p> <p>Not applicable.</p>	Complied
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	The Mas Balance volume that can be sold is only the certified CPO and PK volume produced by PT. Meridan Sejatisurya Plantation - Sei Pingai POM from the proportion of RSPO certified FFB from RSPO certified supply base. Hence the CPO and PK volume sold under Mass Balance model is considered 100% oil palm content.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the	The Mas Balance volume that can be sold is only the certified CPO and PK volume produced by PT. Meridan Sejatisurya Plantation - Sei Pingai POM from the proportion of RSPO certified FFB from RSPO certified	Complied

	requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	supply base. Hence the CPO and PK volume sold under Mass Balance model is considered 100% oil palm content.	
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> • Surrounded by the text: 'Certified sustainable palm oil'. • The RSPO label MUST contain the tag 'MIXED'. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag 'MIXED' on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • Wherever the RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4 pt (1.4 mm or 0.06 inch). • In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications & Claims document. 	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use the RSPO trademark and/or RSPO label in the product. The mill sells its product in bulk.</p> <p>Not applicable.</p>	<p>Not Applicable</p>
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain. 	<p>PT. Meridan Sejatisurya Plantation – Sei Pingai POM did not use off-product communication and did not use product-related communication.</p> <p>Not applicable.</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> • The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
<p>Principle 4: Respect community and human rights and deliver benefit Respect community rights, provide equal opportunities, maximise benefits from engagement and ensure remediation where needed.</p>			
<p>Criteria 4.1: The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders.</p>			
<p>4.1.1</p>	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, supply chain and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of Certification establishing code of the conduct which serves as a general guideline for Management and employees in conducting their duties and responsibilities ethically. This is also including the human rights policy, including prohibiting retaliation against Human Rights Defenders are available in Group website through Whistle-Blowing Policy. This policy is accessible through http://www.first-resources.com/about.php?pc=governance. It is stated that The Company does not tolerate nor condone any actions taken against any employee in retaliation for raising a compliance or integrity issue and may institute disciplinary action against any party found to have taken such retaliatory action against whistle-blowers.</p> <p>It is also disseminated through General Manager Decree No: PH/SE/001/XI/2020 dated 20 November 2020 regarding to Human Rights Protection and Non-Paramilitary Used Policy. Unit of certification committed to protect Human Rights Defender in their operational area.</p>	<p>Complied</p>

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		<p>Each violation against the policy can be reported to HRD Department, Internal Audit Department or line manager. This decree has been socialized to all staff on 20 June 2021.</p> <p>Moreover, the dissemination also conducted through pamphlets as seen in Mill and Estate offices, workshop and housings. Based on consultation with internal and external stakeholders (gender committee, Labor Union, village officials, and government agencies) it is known that stakeholders received dissemination of these policies and understood the human rights protection. There was no issue raised related to human rights violation.</p>	
<p>Specific Guidance for 4.1.1: If any criminal act or security disturbance occurred to the unit of certification then reporting to the government and security apparatus is not a retaliatory measure, but a part of a valid legal process when it has been preceded by stages of conflict resolution such as investigation, verification, negotiation and mediation.</p>			
<p>4.1.2</p>	<p>The unit of certification does not instigate violence or use any form of harassment, including the use of mercenaries and paramilitaries in their operations. - Minor compliance -</p>	<p>Based on the interview with internal stakeholder (labour union, gender committee and random worker in field) and external stakeholder (village head and previous landowners), there is no issues of violence or any form of harassment, mercenaries, and paramilitaries usage in the operations. Moreover, in the Logbook of Grievance, there is no issue submitted to the company related to the harassment.</p>	<p>Complied</p>
<p>Specific Guidance for 4.1.2: Indonesia does not recognize mercenaries or paramilitary, thus the term is not utilized in indicator 4.1.2 of the National Interpretation. Policy of the unit of certification should require to only use private security contractors that are legally recognized in its operations and prohibit extra-judicial acts of interference (disturbance) and intimidation by said private security contractors. The use of security forces (TNI/POLRI) is permitted if there is potential and/or there have been security disturbances or criminal acts within the operational area of the unit of certification and as long as permission from the government to safeguard is obtained.</p>			
<p>Criteria 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.</p>			

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<p>Guidance:</p> <p>Dispute resolution mechanisms should be developed through open agreement and consensus with relevant affected parties</p> <p>Existing complaints should be handled using mechanisms such as the Joint Consultative Committees (JCC), with representative of affected parties, gender representatives and, if any, migrant worker representatives. If it does not reach consensus, then complaints can be submitted to the RSPO Complaints System.</p> <p>Complaints can be internal (employee) or external.</p> <p>For Independent Smallholders, see the RSPO Guidance Document that applies to Independent Smallholders.</p> <p>For guidelines, documents such as "Guiding Principles on Business and Human Rights: Implementing the UN" Protect, Respect and Remedy "Framework '2011 and RSPO Policy on the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons", may be utilized.</p>			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document verification and interview with internal stakeholders (labour union, gender committee) informed that the Human Rights Policy. It also socialized through General Manager Decree No: PH/SE/001/XI/2020 dated 20 November 2020 regarding to Human Rights Protection and Non-Paramilitary Used Policy. This policy is no change and remain in effective till now. Certificate holder committed to protect Human Rights Defender in their operational area. Each violation against the policy can be reported to HRD Department, Internal Audit Department or line manager. Its decree has been socialized to all staff through posting on the company boards.</p> <p>During the audit, it was confirmed through either public consultation meeting, direct interview and checking on the whistle blowing system, there is no record of Human Rights violation.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has set a delivery mechanism for complaints both internal and external parties. Main of this procedures are still remain the same comparing from the previous assessment</p>	Complied

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		<ul style="list-style-type: none"> - Grievance procedure is accessible in Group website: http://www.first-resources.com/sustainability.php?pc=contact and http://www.first-resources.com/sustainability.php?pc=grievance. - FPIC: http://www.first-resources.com/sustainability.php?pc=fpic. - Procedure for land settlement, signed by Managing Director, dated 3 September 2012 – Revision 1. (Reference document: UMM-PLH-2). The procedure has regulated the mechanism for land settlement process based on FPIC principles, such as socialization, landowner inventory, verification of land, land measurement along with landowner, price negotiation, and compensation. - Sustainable Policy, dated 1 July 2015: http://www.first-resources.com/sustainability.php?pc=policy. <p>Based on document review, the grievance procedure has been annually disseminated to workers. The recent dissemination conducted on 13 June 2022. Moreover, this policy also has been disseminated through pamphlets as seen in Mill and Estate offices, workshop and housings.</p> <p>Based on the interview with internal stakeholder (labour union, gender committee and random worker in field) and external stakeholder (village head and previous landowners), obtained information that all policy/procedures are in place and understood by all stakeholders. In addition, there is no illiterate parties found until this audit.</p> <p>Through the public consultation with village head and previous landowners obtained information that all the villagers acknowledge the grievance procedure. They can submit their complaint or grievance by their self or by village head/elders.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance. According to those</p>	Complied

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		links, as per 23 September 2022, there is no grievance on PT Meridan Sejatisurya Plantation.	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>The conflict resolution mechanism that set by unit of certification already consider the option of access to independent legal and technical advice. Unit of certification keeps parties to a grievance informed of its progress through local documentation and their website http://www.first-resources.com/sustainability.php?pc=grievance. According to those links, as per 23 September 2022, there is no grievance on PT Meridan Sejatisurya Plantation.</p>	Complied
Criteria 4.3: The unit of certification contributes to local sustainable development as agreed by local communities.			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local community are demonstrated.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejatisurya Plantation has consistently prepared a social management plan every year, for example the Social & Environmental Responsibility Program in 2022 which was signed by Management on 1 January 2022. The social responsibility program is aimed at 3 surrounding villages, namely Kerinci Kanan, Maredan and Simpang Beringin villages. , consist of:</p> <ol style="list-style-type: none"> 1. Social, cultural and environmental sector which aims to improve social welfare and environmental conservation in the form of providing assistance for sacrificial animals (cows). 2. Education sector in the form of honorarium assistance for honorary kindergarten and elementary school teachers in surrounding villages. <p>The total budget allocated for these activities is Rp. 262,200,-.</p> <p>In addition to the programs mentioned above, the company also facilitates incidental requests for assistance from the surrounding community, such as requests for repair/maintenance of roads or public facilities.</p> <p>Based on interviews with community leaders in Simpang Beringin and Maredan villages, they stated that the company had realized its social</p>	Complied

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		responsibility in accordance with the plans that had been prepared. There are no public complaints to community leaders related to the operations of PT Meridan Sejatisurya Plantation.	
Criteria 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed (FPIC) process. Documents related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification is an existing plantation that who have acquired land rights or "HGU" as per Indicator 2.1.1 above mentioned. There is no change in term of the total land area although there are some change after delineation for some planted area (see Table 5). PT. Meridan Sejatisurya Plantation has established land compensation procedure as "<i>Prosedur Pembebasan Lahar</i>" UMM-PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Since 2008, company stopped land expansion for oil palm plantation, therefore no land compensation performed. For the period 1997 – 2003, company has performed compensation covering 1,973.56 Ha or 297 land parcels, under ownership of 19 persons/groups. Sample: Land compensation to Mr. Y, Lubuk Dalam village for land parcel of 14 Ha. The land compensation written under "Dokumen Surat Perjanjian Saguh Hati dan Surat Pernyataan" dated 23 September 2003. Inside both document, there is agreement from discussion result between company and Mr. Y; acknowledged by Village Head of Lubuk Dalam and other witnesses. This is also remain unchanged from the previous audit</p> <p>For period 2004 – 2007, company has performed compensation covering 1,272.70 Ha or 556 land plots, under 36 persons/groups ownership. This is also remain unchanged from the previous audit</p>	Complied

		<p>Based on document verification and interview with respective stakeholders obtained information that there is no customary land in the operational area of PT Meridan Sejatisurya Plantation.</p> <p>The historical of land title are as below. However, the land title certificates are also remain the same for years</p> <ol style="list-style-type: none"> 1. Land title certificate (HGU) No. 1 dated 14 January 1995 for area 4,416 Ha located in Maredan Village, Bengkalis Regency. Valid until 31 December 2024. <i>Note: now change to Siak Regency.</i> 2. Land title certificate (HGU) No. 02 dated 24 January 1995 for area 553 Ha located in Sikijang Village, Kampar Regency. Valid until 31 December 2024. <i>Note: now change to Pelalawan Regency.</i> 3. Land title certificate (HGU) No. 2 dated 20 December 1996 for area 1,600 Ha located in Maredan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> 4. Land title certificate (HGU) No. 6 dated 26 August 1999 for area 4,257.05 Ha located in Maredan, Kerinci Kanan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> <p>Total HGU: 10,826.05 Ha</p> <p>Based on interview with previous landowner (Mr. Tiar) is obtained information that there is a land acquisition process at the early. His family have a cultivated area of approximately 46 hectares which is currently part of Afdeling 6. The compensation process for land acquisition is carried out by mutual agreement and witnessed by the</p>	
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		<p>village head and community leaders. The payment process is also carried out in the village office in a transparent manner.</p> <p>All the acquisition process document area in place. For example, sighted the power of attorney letter as follow:</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Above mentioned area also remain the same as they are still valid</p>	
4.4.2	<p>Copies documents evidencing agreement- making processes and negotiated agreements detailing the FPIC process are available and include:</p> <p>- Minor compliance -</p> <p>4.4.2a Evidence that a plan has been developed through consultation and discussion held in good faith with all affected groups within the community, with specific assurances that vulnerable, minority and gender</p>	<p>PT Meridan Sejatisurya Plantation was developed between 1994 – 2005. Therefore, most of the evidences related to the agreement making process of the land light was done since 1997. Here below are the details of the land history of this unit of certification</p> <ul style="list-style-type: none"> • . Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, 	Complied

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	<p>groups are asked for their opinions, and that information has been provided to all affected groups, including in it information about the steps taken to involve them in decision making.</p>	<p>Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997.</p> <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. Stakeholder who joined the interview confirmed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	
	<p>4.4.2b Evidence that the unit of certification has respected communities to give or withhold their consent to the operations at the time that these decisions were taken;</p>	<p>Currently, the Unit of Certification does not made any compensation process to the surrounding community. All of the land used by Mukomuko POM & Supply Base is free land controlled by the state, however, some of them have been cultivated in form of plantations and agriculture. Based on the document verification, it shows that the records of the completion of the arable land compensation are well documented by the Legal department, where each document has been completed with maps of joint measurements results.</p>	

	<p>4.4.2c Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities. Including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.</p>	<p>Currently, the Unit of Certification does not made any compensation process to the surrounding community. All of the land used by Mukomuko POM & Supply Base is free land controlled by the state, however, some of them have been cultivated in form of plantations and agriculture. Based on the document verification, it shows that the records of the completion of the arable land compensation are well documented by the Legal department, where each document has been completed with maps of joint measurements results.</p>	
<p>4.4.3</p>	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -</p>	<p>There was no land disputed within company and traditional landowner, even there are part of HGU owns by initial landowner. Up to initial assessment, these areas still under control of traditional owners, and company did not force the local community to release their land tenure right. Based on field observation on HGU stones and land demarcation in Estate, has known that HGU stones has been installed in accordance to the coordinates, and other boundaries such as boundary drain and boundary road were maintained. There was no planting exceed the HGU boundary.</p>	<p>Complied</p>
<p>4.4.4</p>	<p>All relevant information is available in appropriate forms and languages, including assessment of impact, proposed benefit sharing, and legal arrangements. - Minor compliance -</p>	<p>PT Meridan Sejatisurya Plantation developed between 1994 – 2005. Therefore, most of the evidences related to the agreement making process of the land light was done since 1997. Here below are the details of the land history of this unit of certification. Based on document verification and interview with respective stakeholders obtained information that there is no customary land in the operational area of PT Meridan Sejatisurya Plantation. During the audit, previous landowner, village head, national land agency and plantation agency of Siak Regency confirmed that there is no land dispute issues between the company with surrounding villagers.</p>	<p>Complied</p>

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<p>4.4.5</p>	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -</p>	<p>PT Meridan Sejatisurya Plantation was developed between 1994 – 2005. Therefore, most of the evidences related to the agreement making process of the land light was done since 1997. Here below are the details of the land history of this unit of certification</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. Stakeholder who joined the interview confirmed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	<p>Complied</p>
<p>4.4.6</p>	<p>There is evidence that implementation of agreement negotiated through FPIC is annually reviewed in consultation with affected parties.</p>	<p>PT Meridan Sejatisurya Plantation was developed between 1994 – 2005. Therefore, most of the evidences related to the agreement making</p>	<p>Complied</p>

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	<p>- Minor compliance -</p>	<p>process of the land light was done since 1997. Here below are the details of the land history of this unit of certification</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. Stakeholder who joined the interview confirmed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	
<p>Criteria 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p>	<p>PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within</p>	<p>Complied</p>

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	- Critical (Major) compliance -	certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities’ own representative institutions. All the relevant information and documents are made available, and community have option of resourced access to independent third-party advice through a documented, long-term and two- way process of consultation and negotiation. - Critical (Major) compliance -	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.3	Evidence is available that affected local peoples understand they have the right to say ‘agree’ or ‘not agree’ to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.4	To ensure local food and water security and as part of the FPIC process, SEIA participation and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of land allocations process. - Minor compliance -	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access information and advice, that is independent	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within	Complied

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	of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	
4.5.6	Evidence is available that the communities or their representatives gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.7	After 15 November 2018, new lands will not be acquired for plantations and mills as a result of recent (after November 2005) expropriations in the national interest (eminent domain) without FPIC process, except in cases of smallholders benefitting from agrarian reform or anti-drug programmes. - Minor compliance -	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation – Sei Pingai Estate after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	PT Meridan Sejatisurya Plantation developed the area for the palm oil plantation between 1994 – 2005. There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018. In addition, based on SEIA and HCV assessment obtained information that there is no customary land in PT Meridan Sejatisurya Plantation.	Complied
Criteria 4.6: Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	<i>There is no change information since last assessment.</i> Company has established land compensation procedure as “Prosedur Pembebasan Lahan” UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process	Complied

		<p>explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Since 2006, company stopped land expansion for oil palm plantation, therefore no land compensation performed. For the period 1997 – 2003, company has performed compensation covering 1,973.56 Ha or 297 land parcels, under ownership of 19 persons/groups. Sample: Land compensation to Mr. Y, Lubuk Dalam village for land parcel of 14 Ha. The land compensation written under "Dokumen Surat Perjanjian Sagu Hati dan Surat Pernyataan" dated 23rd September 2003. Inside both document, there is agreement from discussion result between company and Mr. Y; acknowledged by Kepala Desa Lubuk Dalam and other witnesses.</p> <p>Based on interview with previous landowners and village head of Maredan obtained information that the land acquisition process is fairly presented. Sighted the documented evidence of land handover (in local name called "Sagu Hati") from the previous landowners (consist of man and women) that choosing the village head as their representative. For example, sighted the power of attorney letter as follow:</p> <ul style="list-style-type: none"> • Power of attorney dated 31 May 1997 from 16 smallholder farmers from Maredan Village (Ibrahim, Ramlan, Hasan J, Malik, Amir, Khaidir, Kamar, Karim, Sulung, Mamad, Langkat, Usman, Salih, Joni, Kariah and Sanusi) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 101.4 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997. • Power of attorney dated July 30, 1997 from 17 smallholder farmers from Maredan Village (Atan, Dolah, Kamid, Sofian, Ahmad, Bujang, Zaini, Nasir, Annisak, M. Ali D., Jamilah S, Adi TA, Anuar P, Juriati, 	
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		<p>Ilyas, Herman and Abdul Hamid) to the Head of Maredan Village on behalf of Dahlan Noor to receive compensation for their land area of 96.9 Ha (according to joint measurements between company representatives and community/village officials on 13 – 18 April 1997.</p> <p>Until this audit, all stakeholder contacted informed that there is no land dispute issues between the company with surrounding villagers or any other communities.</p>	
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p><i>There is no change information since last assessment.</i></p> <p>Company has established land compensation procedure as “Prosedur Pembebasan Lahan” UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Since 2006, company stopped land expansion for oil palm plantation, therefore no land compensation performed. For the period 1997 – 2003, company has performed compensation covering 1,973.56 Ha or 297 land parcels, under ownership of 19 persons/groups. Sample: Land compensation to Mr. Y, Lubuk Dalam village for land parcel of 14 Ha. The land compensation written under “Dokumen Surat Perjanjian Saguhati Hati dan Surat Pernyataan” dated 23rd September 2003. Inside both document, there is agreement from discussion result between company and Mr. Y; acknowledged by Kepala Desa Lubuk Dalam and other witnesses.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for smallholdings (if possible based on local law, customs and/or agreement).</p>	<p>Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.</p>	Complied

	- Minor compliance -		
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented with evidence of the participation of affected parties and made available to them. - Minor compliance -	Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.	Complied
Criteria 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<i>There is no change information since last assessment.</i> Company has established land compensation procedure as "Prosedur Pembebasan Lahan" UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party. Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is in place and documented and made available to affected parties. - Critical (Major) compliance -	<i>There is no change information since last assessment.</i> Company has established land compensation procedure as "Prosedur Pembebasan Lahan" UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.	Complied

		Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. - Minor compliance -	<p><i>There is no change information since last assessment.</i></p> <p>Company has established land compensation procedure as “Prosedur Pembebasan Lahan” UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Based on documents review and interview with local government and local communities surrounding the company, it was noted that no customary land or other legal rights within the company areas and in smallholder plantation.</p>	Complied
Criteria 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrated that they have legal customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	<p>There is no land dispute issues between the company with surrounding villagers or any other communities. Based on document verification and interview with respective stakeholders were obtained information that there is no customary land in the operational area of PT Meridan Sejatisurya Plantation. PT Meridan Sejatisurya Plantation developed between 1994 – 2005. The last land expansion conduct on 2006. All area originated from state land.</p> <p>The historical of land title which are the same from the previous assessment because there is no change on the land property</p> <ol style="list-style-type: none"> 1. Land title certificate (HGU) No. 1 dated 14 January 1995 for area 4,416 Ha located in Maredan Village, Bengkalis Regency. Valid until 31 December 2024. <i>Note: now change to Siak Regency.</i> 	Complied

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		<ol style="list-style-type: none"> 2. Land title certificate (HGU) No. 02 dated 24 January 1995 for area 553 Ha located in Sikijang Village, Kampar Regency. Valid until 31 December 2024. <i>Note: now change to Pelalawan Regency.</i> 3. Land title certificate (HGU) No. 2 dated 20 December 1996 for area 1,600 Ha located in Maredan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> 4. Land title certificate (HGU) No. 6 dated 26 August 1999 for area 4,257.05 Ha located in Maredan, Kerinci Kanan and Kerinci Kiri Village, Bengkalis Regency. Valid until 20 December 2031. <i>Note: now change to Siak Regency.</i> <p>Total HGU: 10,826.05 Ha</p> <p>As a prevention if there any new development in the future, the company has established land compensation procedure as "<i>Prosedur Pembebasan Lahar</i>" UMM- PLH-2 signed by Managing Director on 2 September 2012. In the procedure, all land compensation process explained, from initial communication, land inventory, verification, land measurement with relevant parties, negotiation and payment. Based on document review and interview, company has meet FPIC principles, without force from one party.</p> <p>Until this audit, all stakeholder contacted informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and the website of First Resources Group http://www.first-resources.com/sustainability.php?pc=grievance. According to this link, the latest grievance were per 18 June 2021, and</p>	
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		there is no grievance after that. Moreover, there is no grievance for PT Meridan Sejatisurya Plantation.	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>Until this audit, all stakeholder contacted informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and the website of First Resources Group http://www.first-resources.com/sustainability.php?pc=grievance. According to this link, the latest grievance were per 18 June 2021, and there is no grievance after that until this surveillance audit. Moreover, there is no grievance for PT Meridan Sejatisurya Plantation.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4).</p> <p>- Minor compliance -</p>	<p>Until this audit, all stakeholder contacted informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and the website of First Resources Group http://www.first-resources.com/sustainability.php?pc=grievance. According to this link, the latest grievance were per 18 June 2021 until this surveillance audit, and there is no grievance after that. Moreover, there is no grievance for PT Meridan Sejatisurya Plantation.</p>	Complied
4.8.4	<p>For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable).</p> <p>- Minor compliance -</p>	<p>Until this audit, all stakeholder contacted informed that there is no land dispute issues between the company with surrounding villagers or any other communities. Align with company self-declaration, unit of certification keeps parties to a grievance informed of its progress through local documentation and the website of First Resources Group http://www.first-resources.com/sustainability.php?pc=grievance. According to this link, the latest grievance were per 18 June 2021 until this surveillance audit, and there is no grievance after that. Moreover, there is no grievance for PT Meridan Sejatisurya Plantation.</p>	Complied

Principle 5: Support smallholder inclusion			
Include smallholders in RSPO supply chains and improve their livelihoods through fair and transparent partnerships.			
Criteria 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices for FFB are publicly available and accessible by smallholders. - Minor compliance -	Based on the verification of the Sei Pingai Mill PKS document for the 2020 – 2022 period, it shows that since November 2020 the Sei Pingai PKS has not received FFB from other parties including from one group's plantations and has only processed FFB from PT Meridan Sejatisurya Plantation's own plantation.	Complied
5.1.2	(C) Evidence is available that the unit of certification regularly explains the FFB pricing to smallholders. - Critical (Major) compliance -	PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower. Not applicable.	Not Applicable
5.1.3	(C) Fair pricing, including premium pricing, when applicable, is agreed with smallholders in the supply base and documented. - Critical (Major) compliance -	PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower. Not applicable.	Not Applicable
5.1.4	(C) Evidences is available that all parties, including women and independent representative organization assisting smallholders where requested, are involved in the decision making processes and understand the contracts. These include involving finance, loans/credits, and re-payments through FFB price reductions for replanting and/or, other support mechanisms where applicable. - Critical (Major) compliance -	PT. Meridan Sejatisurya Plantation-Sei Pingai POM does not purchase FFB from scheme smallholder or smallholders or outgrower. Not applicable.	Not Applicable
5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Based on the verification of the Sei Pingai Mill PKS document for the 2020 – 2022 period, it shows that since November 2020 the Sei Pingai PKS has not received FFB from other parties including from one group's plantations and has only processed FFB from PT Meridan Sejatisurya Plantation's own plantation.	Complied

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5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weigh, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Based on the verification of the Sei Pingai Mill PKS document for the 2020 – 2022 period, it shows that since November 2020 the Sei Pingai PKS has not received FFB from other parties including from one group's plantations and has only processed FFB from PT Meridan Sejatisurya Plantation's own plantation.</p>	Complied
5.1.7	<p>Weighing equipment is verified by an independent third party on a regular basis.</p> <p>- Minor compliance -</p>	<p>Based on the verification of the Sei Pingai Mill PKS Document for the 2020-2022 period, it shows that since November 2020 the Sei Pingai PKS has not received FFB from other parties including from one group plantation and has only processed FFB from PT Meridan's own plantation. However, the Sei Pingai Mill PKS consistently continues to carry out Electronic Scales Testing carried out by the Legal Metrology UPTD, the Siak Regency Trade and Industry Office on October 18, 2021 as stated in the Certificate of Testing Results No. 510/DPP/UPTD-ML/SKHP/2021-X/207. The tool is scheduled to be tested again on 14 October 2022.</p>	Complied
5.1.8	<p>The unit of certification supports Independent smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholder on who runs the Internal Controlling System (ICS), who holds the certificate, and who owns and sells certified materials.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejati Surya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <ol style="list-style-type: none"> a) Consultation on community empowerment programs and independent smallholders conducted in March 2022. b) Identification of oil palm smallholders in the villages around 	Complied

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		<p>the company, conducted from March – August 2022.</p> <ul style="list-style-type: none"> c) Introduction of RSPO and certification of independent smallholders from June – August 2022. d) Training on safe pesticide handling will be conducted in June – August 2022. e) Managerial and operational assistance of oil palm independent smallholder associations. <p>Based on an interview with the head of Simpang Beringin Village, he stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p>	
<p>5.1.9</p>	<p>(C) The unit of certification has a grievance mechanism for smallholders, and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -</p>	<p>PT Meridan Sejati Surya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ul style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin 	<p>Complied</p>

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		<p>village and attended by 16 oil palm farmers</p> <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves.</p> <p>The target of assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based on an interview with the head of Simpang Beringin Village, he stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p>	
<p>Criteria 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>			
<p>5.2.1</p>	<p>The unit of certification consults with interested smallholders (irrespective of type) including women or other partners in their supply base to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejati Surya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation</p>	<p>Complied</p>

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		<p>practices to the 3 villages, namely;</p> <ul style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves.</p> <p>The target of assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based on an interview with the head of Simpang Beringin Village, he stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p>	
5.2.2	<p>The unit of certification develops and implements livelihood improvement programmes, including at least capacity building to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Standard for Independent Smallholder).</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <ul style="list-style-type: none"> a) Consultation on community empowerment programs and independent smallholders conducted in March 2022. b) Identification of oil palm smallholders in the villages around the company, conducted from March – August 2022. c) Introduction of RSPO and certification of independent 	Complied

		<p>smallholders from June – August 2022.</p> <ul style="list-style-type: none"> d) Training on safe pesticide handling will be conducted in June – August 2022. e) Managerial and operational assistance of oil palm independent smallholder associations. <p>PT Meridan Sejatisurya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ul style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves. The target of assisting oil</p>	
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		<p>palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p>	
<p>5.2.3</p>	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <ul style="list-style-type: none"> a) Consultation on community empowerment programs and independent smallholders conducted in March 2022. b) Identification of oil palm smallholders in the villages around the company, conducted from March – August 2022. c) Introduction of RSPO and certification of independent smallholders from June – August 2022. d) Training on safe pesticide handling will be conducted in June – August 2022. e) Managerial and operational assistance of oil palm independent smallholder associations. <p>PT Meridan Sejatisurya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ul style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ul style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. 	<p>Complied</p>

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		<p>b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers</p> <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves.</p> <p>The target of assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based on an interview with the head of Simpang Beringin Village, he stated that the company has conducted consultations with the community regarding the development of independent smallholders including providing an initial understanding of RSPO standards and handling pesticides and providing Personal Protective Equipment (PPE) assistance to oil palm farmers.</p>	
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>PT Meridan Sejati Surya Plantation has compiled a palm oil smallholder support program for the 2022 period which consists of:</p> <ul style="list-style-type: none"> a) Consultation on community empowerment programs and independent smallholders conducted in March 2022. b) Identification of oil palm smallholders in the villages around the company, conducted from March – August 2022. c) Introduction of RSPO and certification of independent smallholders from June – August 2022. d) Training on safe pesticide handling will be conducted in June – August 2022. e) Managerial and operational assistance of oil palm independent smallholder associations. 	Complied

		<p>PT Meridan Sejatisurya Plantation has conducted consultations and identified independent oil palm smallholders in 9 surrounding villages from March – August 2022 and 3 villages have been identified as targets for the farmer assistance program, namely:</p> <ol style="list-style-type: none"> 1. Meredan Village, Tualang District targeted 15 assisted farmers. 2. Simpang Beringin Village, Bandar Seikijang Sub-district targeted 15 assisted farmers. 3. Kerinci Kanan Village, Kerinci District targeted 15 assisted farmers. <p>Starting in May 2022, the introduction of RSPO scheme independent smallholder certification and training on good oil palm cultivation practices to the 3 villages, namely;</p> <ol style="list-style-type: none"> a) On May 21, 2022 to Mitra Meredan Jaya farmer group in Meredan village and attended by 10 oil palm farmers. b) On August 25, 2022 to oil palm farmers in Simpang Beringin village and attended by 16 oil palm farmers <p>All records of the implementation of the socialization/training (Minutes, Attendance List) are well documented by PT Meridan Sejatisurya Plantation.</p> <p>During the socialization, assistance was also provided in the form of Personal Protective Equipment (PPE) consisting of Helmets, Boots, NP305 Respirator Masks and rubber gloves.</p> <p>The target of assisting oil palm farmers in 2022 is to provide managerial and operational assistance to independent oil palm smallholders which will begin in December 2022.</p> <p>Based on interviews with the heads of Simpang Beringin and Maridan villages, they stated that the company had conducted consultations with the community regarding the development of independent smallholders, including providing an initial understanding of RSPO standards and</p>	
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		handling pesticides as well as providing personal protective equipment (PPE) to oil palm farmers.	
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the smallholder support programme. - Minor compliance -	The company has a media that can be accessed by the public, namely "First Resources Media Report". Based on the verification of the August 2022 edition of the "First Resources Media Report" document, it shows that all social activities have been informed, including the development of independent oil palm smallholders at PT Meridan until August 2022. Monitoring and evaluation of social activities including the development of independent smallholders is carried out every year and is stated in the document "Laporan Kegiatan Tanggungjawab Sosial dan Lingkungan Perusahaan".	Complied
<p>Principle 6: respect workers' rights and conditions Protect workers' rights and ensure safe and decent working conditions.</p>			
<p>Criteria 6.1: Any form of discrimination is prohibited.</p>			
6.1.1	(C) A publicity available non-discrimination and equal opportunity policy is implemented in such way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of non-discrimination and equal opportunity within Sustainable Policy of First Resources Group policy. This policy can access via website http://www.first-resources.com/sustainability.php?pc=policy . This policy is still remain unchanged comparing to the previous assessment. Also, Unit of Certification has issued Decree of The Board No: 011.A/SUSTAINABILITY_FR/P/VI/2012 related Equal Employment Opportunity Policy. This policy is applicable for First Resources Ltd. And its subsidiaries. Based on employee list of August 2022, can be concluded that the company does not practice any form of discrimination, employees are	Complied

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		<p>given the opportunity to work regardless of ethnicity, religion, origin, and gender. The workers came from various religion, ethnic, and area. Based on interview with Labor Union, Gender Committee, and Manpower Agency, they mentioned that there is no indication of discrimination conducted by the company. The job vacancies were published, the recruitment are based on competencies and suitability with the role needed.</p>	
6.1.2	<p>(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers non-payment of recruitment fees.</p> <p>- Critical (Major) compliance -</p>	<p>According to the latest employee’s data as per August 2022, PT Meridan Sejatisurya Plantation have 424 permanent workers and 7 specified . Those workers come from different gender, religion, originated area (local or outsiders) and races. Based on interview with labour representative (labour union, gender committee) and random workers that interviewed during field visit obtained information that there is no discrimination between them.</p> <p>Until this audit, there s no migrant worker hired in estate or mill.</p>	Complied
6.1.3	<p>The unit of certification demonstrates that the recruitment selection, hiring access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Unit of Certification has developed the procedures for employment as follow:</p> <ol style="list-style-type: none"> 1 Selection and recruitment - “<i>Prosedur Rekrutmen dan Seleksi Karyawan</i> No.FR.CHR.R&S.002” dated 1 November 2012. 2 Worker performance evaluation - “<i>Prosedur Penilaian Prestasi Kerja Karyawan</i> No. FR.CHR.R&S.001” dated 1 November 2012. 3 Worker relocation - “<i>Prosedur Mutasi Karyawan</i> No.FR.CHR.L&D.003” dated 1 July 2012. 4 Worker promotion - “<i>Prosedur Promosi Karyawan</i> No.FR.CHR.L&D.004” dated 1 July 2012. <p>The procedure and its content already comply with applicable laws and regulation in Indonesia related workforce/employment. Moreover, this</p>	Complied

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		<p>procedure is remain unchanged from the previous assessment and/or still in effective.</p> <p>All procedure is available in Bahasa Indonesia Language and has been communicated to all workers.</p>	
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>Based on interview with nurse and female workers, pregnancy testing is applicable for all female workers without discrimination. Meaning that pregnancy women will not be treated as a discriminatory measure, rather, to protect their reproduction right. For instance, the company will not employ pregnant women in the chemical related position.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of non-discrimination and equal opportunity within Sustainable Policy of First Resources Group policy. This policy can access via website http://www.first-resources.com/sustainability.php?pc=policy. Also, Unit of Certification has issued Decree of The Board No: 011.A/SUSTAINABILITY_FR/P/VI/2012 related Equal Employment Opportunity Policy. This policy is applicable for First Resources Ltd. And its subsidiaries. This policy is remain unchanged from the previous audit</p> <p>According to list of employee, interview with human resource department confirmed that there is no discrimination treatment from company and there is no issue regarding the discrimination of employee/workers. Employee background are varied from different religion, ethnicity/race, political affiliation, union membership, gender and age. All workers has the same payment according to minimum wages regulation and collective labour agreement "Perjanjian Kerja Bersama".</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Unit of certification has implement equal pay for same work. Sample taken during ASA-4 as follow:</p> <p>Upkeep worker payslip August 2022:</p>	Complied

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		<ol style="list-style-type: none"> Employee Number: 20140900900575 (permanent worker) Div. 6, working day in August 2022 (27 working days). Basic salary: IDR 3,119,738. Join date: 13 October 2010 (12 years). Dependant: wife and three kids. Family subsidize: IDR 299,250. Employee Number: 20140900900508 (permanent worker) Div. 6, working day in August 2022 (27 working days). Basic salary: IDR 3,118,738. Join date: 07 July 2013 (9 years). Dependant: wife. Family subsidize: IDR 85,500. <p>Harvesters:</p> <ol style="list-style-type: none"> Employee Number: 20140900900437 (permanent worker) Div. 6, working day in August 2022 (27 working days). Basic salary: IDR 3,121,738. Join date: 1 March 2003 (19 years). Dependant: wife and two kids. Family subsidize: IDR 228,000. Employee Number: 20190200900022 (permanent worker) Div. 6, working day in August 2022 (27 working days). Basic salary: IDR 3,119,738. Join date: 1 February 2019 (3 years). Dependant: wife and two kids. Family subsidize: IDR 228,000. Employee Number: 20140900900438 (permanent worker) Div. 6, working day in August 2022 (27 working days). Basic salary: IDR 3,121,238. Join date: 1 September 2008 (14 years). Dependant: wife and two kids. Family subsidize: IDR 228,000. <p>Basic salary determine considered on join date of workers.</p>	
<p>Criteria 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
<p>6.2.1</p>	<p>(C) Documentation of pay and working conditions in accordance with applicable labour laws are available to the workers in national languages and explained to them in language they understand. - Critical (Major) compliance -</p>	<p>Decree letter for minimum wage from Riau Governor, as per "Surat Keputusan Gubernur Riau No. Kpts.1272/XI/2021 dated 30th November 2021 concerning "Upah Minimum Kabupaten / Kota di Provinsi Riau Tahun 2022"; stating the minimum wage for Siak Regency at Rp 3,114,237.83,-</p>	<p>Complied</p>

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		<p>Unit of certification issued "Surat Edaran Nomor: 02.0.4/SE/013/XII/2021", dated 10 December 2021 regarding wage provisions or "Ketentuan Upah Pekerja Tahun 2022" as adaptive actions refer to Minimum Wage Decree. PT Meridan Suryasejati Plantation has prepared the document of Prevailing Wages Assessment, consisted of kind of the benefit such as: food, housing, health allowance, education, entertainment/recreation, ect. Total value of Prevailing Wage is Rp 4,476,979.</p> <p>All employees will get a salary slip provided by the company which contains detailed payment information according to the employee's actual work results (not lower than minimum wages regulated by government).</p> <p>Based on interview with worker union and sampled workers confirmed that they do not receive the salary less than the agreed rate and also minimum wage. This has been confirmed by relevant authorities that the company has implemented "Upah Minimum Kabupaten / Kota di Provinsi Riau Tahun 2020".</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed.</p> <p>- Critical (Major) compliance -</p>	<p>Employment contract for permanent workers are available in "<i>Perjanjian Kerja Bersama</i>" (Collective Labour Agreement) while for non-permanent workers or PKWT contract available as in the employment contract "<i>Perjanjian Kerja Waktu Tertentu</i>".</p> <p>Working condition for permanent workers are available as per Collective Labour Agreement (CLA) or "<i>Perjanjian Kerja Bersama Periode 2018 - 2020</i>" which has been endorsed and registered by Manpower Agency of Siak Regency as per "<i>Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Kabupaten Siak Nomor: 25 Tahun 2018 Tentang Pendaftaran Perjanjian Kerja Bersama PT Meridan Sejatisurya Plantation dan PUK SPPP-SPSI</i>" dated 10 April 2020.</p> <p>The renewal of Collective Labor Agreement are still postponed as per mutual agreement dated 3 February 2020 between PT. MSSP and Labour</p>	Complied

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		<p>Union. The negotiation is hampered due to the controversy clauses in current UU <i>Cipta Kerja</i> No. 11 of 2020 (Act of Employment) and waiting for decision of appeal in Supreme Court.</p> <p>However, based on Indonesian regulation related Collective Labour Agreement (CLA), the previous CLA remain valid if the next CLA is under negotiation.</p> <p>Collective Labour Agreement and Specified time work agreement are available for all workers in Indonesia language and comply to manpower regulation.</p> <p>Collective Labour Agreement are contain the detail of working condition among others: responsibility each parties, recognition of company and trade union rights, work relationship, workers admission and requirement, job placement and transfer, working days and working hour, overtime, weekly rest and official holidays, annual leave, menstruation leave pregnancy and pregnancy loss, prevention of sexual harassment, permission to leave work of worship and permission of illness, wage component and wage system, wage increase, holiday allowance (THR), care and medication, occupational safety and health, work equipment, education, sports & entertainment facilities, school children's facilities, work rules, etc.</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>During audit it can be demonstrated that company has comply to manpower regulation (UU No. 13 tahun 2003 <i>tentang ketenagakerjaan</i>) in determining the working condition including payment.</p> <p>Evidence of compliance are as below:</p> <ul style="list-style-type: none"> Regular working hours are determined regular working hours as 7 hours per day (5 hours on friday) with working days 6 days in a weeks or 40 hours in a weeks. Working outside normal working hours is counted as overtime. Verification on workers regular working hours and working days period July – August 2022 for both Sei Pingai 	Complied

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		<p>Estate and Sei Pingai Mill confirmed that it has been comply to regulation.</p> <ul style="list-style-type: none"> • Deduction are made for tax (PPH21), BPJS TK 2% from basic salary, BPJS Kesehatan 1% from basic salary. The deduction was made according to government regulation (UU No. 24 tahun 2011 tentang BPJS and UU No. 40 tahun 2004 tentang Sistem Jaminan Sosial Nasional). Payslip period July – August 2022 for both Sei Pingai Estate and Sei Pingai Mill confirmed that deduction has been made accordingly. • Overtime was done on the basis of agreement with labor and accompanied by SPL (Surat Perintah Lembur). According to UU No. 13 Tahun 2003, overtime pay per hour is calculated as $1/173 * \text{basic salary}$, first hour pay 1.5 times overtime and the second hour and so on are paid 2 times the overtime of 1 hour. Sample of overtime calculation and payment July – August 2022 for both Sei Pingai Estate and Sei Pingai Mill was comply to regulation. • Sickness, if the employee is sick then the employee is allowed to rest and receive appropriate medical care free of charge. As long as the employee is sick, the company continues to pay his wages. This was regulated as per Collaborative Labor Agreement or "Perjanjian Kerja Bersama (PKB/CLA)". • Holiday entitlement, employee are entitled to one day of holiday in a week on Sundays or holiday set by the government. Annual leave was give to all employee 12 days in a year according to regulation and PKB article 13. • Maternity leave, is provided to female employees with a period of 1.5 months before giving birth and 1.5 months after giving birth. It was regulated as per Collective Labor Agreement (PKB) article 14. • Reason for dismissal, are stipulated in the Collective Labor Agreement (PKB) article 44 the actions that can lead to dismissal, among others: 	
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		illegal acts such as gambling, use of narcotics, theft, sexual harassment, humiliation, assault, acts of vandalism and others.	
6.2.4	<p>(C) The unit of certification provides adequate housing. Sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>During onsite visit to workers compound at Sei Pingai Estate and POM, all workers facilities was provided by the company freely.</p> <p>Facilities consist of houses, sanitation, water supplies, electricity, medical insurance, education and school bus for worker children.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>During interview with sample of workers at Sei Pingai Estate and POM they stated that company provide vehicle for shopping once a week, to buy affordable food. Because this Estate located far from traditional market or shopping area. Every week, temporary traditional market is also available at central compound.</p>	Complied
6.2.6	<p>A DLW is paid to all workers in accordance with applicable regulations, including workers who work on a piece rate/quota basis, the calculation of which is based on a quota that can be achieved during regular working hours.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejatisurya Plantation has established the workers wage as per "Surat Keputusan Gubernur Riau No. Kpts.1272/XI/2021 dated 30th November 2021 concerning "Upah Minimum Kabupaten / Kota di Provinsi Riau Tahun 2022"; stating the minimum wage for Siak Regency at Rp 3,114,237.83,-.</p> <p>PT Meridan Sejatisurya Plantation has already set wage standard according to wages set by Managing Director Circular Letter No: 02.0/SE/011/III/20, dated 19 March 2020.</p> <p>The company is also gives a scripts/slip salary to employees before salary is given, salary slip also contains basic salary, allowances, premium, labor health coverage (BPJS Tenaga kerja and Kesehatan) and normative deduction.</p> <p>The company also made calculations related to DLW, based on the wages given to employees as costs given by the company:</p> <p>Following is DLW Calculation in 2022:</p>	Complied

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No.	In Kind Benefits	Total (IDR)
1.	Meals allowance	180,000
2.	Housing Allowance <ul style="list-style-type: none"> • Housing development for 30 years • Housing maintenance 	20,302 83,333
3.	Employee Bonus <ul style="list-style-type: none"> • Holiday allowance • Yearly bonus 	251,667 503,333
4.	Education [(Total cost not including teacher and non teacher labour cost + school transport + school building maintenance + food for children) ÷ number of workers] ÷ 12 months	90,579
5.	Housing Facility (Electricity cost + water cost)	239,058
6.	Healthcare (Kesehatan) (Maintenance of clinic, medicine & medical materials, ambulance transport cost + cost of helathcare workers) ÷ Number of workers	70,302
7.	Children Day Care	24,956
8.	Entertainment	8,448
	Total Cost of In Kind Benefits	1,471,979
	Minimum wages per Worker	3,114,238

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		Total Value of Prevailing Wage	4,586,217
PROCEDURAL NOTE:			
<p>The RSPO has published guidelines on the calculation of Decent Living Wage (DLW) in June 2019. Since Indonesia does not have DLW benchmark yet, the RSPO Secretariat will conduct a DLW benchmark study in accordance with the Global Living Wage Coalition (GLWC) and Indonesian laws and regulations.</p> <p>In the meantime, until DLW benchmark for Indonesia is endorsed by the RSPO, the unit of certification carries out interim measures that was published by RSPO (dated 11 November 2019), including:</p> <ol style="list-style-type: none"> 1. Payment of minimum wages in accordance with applicable regulations 2. Assessment of wages paid (prevailing wages) and in-kind benefits. <p>Once the DLW benchmark is available, this procedural note is no longer applicable.</p>			
6.2.7	<p>Permanent fulltime employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>Based on verification onsite visit, unit of certification using permanent worker for all core work and specified contracted worker (PKWT) for maintenance work.</p> <p>According to workers database August 2022, unit of certification are employed 343 permanent workers (Estate), 81 permanent workers (Mill) and 7 specified time work agreement/PKWT.</p>	Complied
<p>Criteria 6.3: The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognizing freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of Human Rights as per Decree of The Board of Directors Nomor: 018/SUSTAINABILITY_FR/P/03/2015, dated 15 March 2015. This policy is available in Bahasa Indonesia language.</p> <p>Based on interview with sample of workers during ASA-4, their form worker union under Indonesian Labour Union (SPSI) and registered as a members.</p>	Complied

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6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or worker representatives who are freely elected, are documented in the national languages and available upon request.</p> <p>- Minor compliance -</p>	<p>Based on interview with chairman of labour union obtained information that there is no discrimination, pressure or any form of negative treatment for the board of labour union. The member of labour union is freely elected.</p> <p>The last meeting with the labour union (F-SPSI) on 6 December 2021 took place in the meeting room Sei Pingai Estate. The meeting was attended by 7 participants. Discussing related CBA 2021, Org. Structure PUK SPSI 2021, SE Ketentuan Upah Kerja 2021, Pembinaan</p> <p>In 2022, meeting with labor unions was not conducted yet due to Chairman having healthy issue.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers, including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Based on interview with chairman of labour union obtained information that there is no interfere with the formation or operation of registered labour organizations/unions, or other freely elected representatives for all workers.</p> <p>Based on the labour union statutes, the right to become a member of a labour union is a permanent employee. Each member has voting rights (right to be elected and to vote).</p>	Complied
Criteria 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish Child Labour Policy as per Decree of The Board of Directors Nomor: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is available in bilingual Bahasa Indonesia and English.</p> <p>Based on verification of contractual agreement of palm kernel transporter No. 6050/MSSP/VII/2022 dated 1 July 2022, between PT Meridan Sejati Surya Plantation and PT Berkat Karimar Mandiri, has been stated that the contractor is prohibited to child worker.</p>	Complied

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6.4.2	<p>(C) Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation and verification procedures for age requirements, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Documented evidence on the fulfilment of worker’s minimum age requirements in accordance with applicable regulation is implemented in “Daftar Karyawan Kebun dan Pabrik Sei Pingai PT. MSSP 2022”. Based on verification of employee list, there is no worker hired under 18 years for both Mill and Estate.</p> <p>Certificate holder has had Child Labour Policy as per Decree of The Board of Directors No: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012 and up to now it is still effective. This policy is available in bilingual Bahasa Indonesia and English.</p>	Complied
6.4.3	<p>(C) Young person maybe employed only for non-hazardous work with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Based on interview with chairman of labour union obtained information that the minimum age of workers has been socialized to the respective workers in all level. According to the list of workers period August 2022, there is no workers employed under 18 y.o.</p> <p>First Resources Limited has had Sustainable Palm Oil Policy “Kebijakan Minyak Kelapa Sawit Berkelanjutan”, dated 1 July 2015. The act to prohibit forced labour and trafficked labour has been stated on:</p> <p><i>"Melarang bentuk penggunaan pekerja paksa, perdagangan pekerja, atau pekerja anak, atau diskriminasi, pelecehan dan penyalahgunaan terhadap karyawan kami"</i> –. To prohibit any form of forced labour, trafficked worker or child worker, or discrimination, harassment and misuse of company’s human resources. This policy also stated no harassment and no child labour.</p> <p>Company defined forced labor as Bekerja di hari libur atau diluar jam kerja yang ditetapkan tanpa adanya kompensasi yang adil – working on holiday or outside working hour, without fair compensation.</p> <p>The “Kepala Tata Usaha/KTU” is responsible for the recruitment process, migrant worker and/or outsourcing worker at management unit. Recruitment process: Applicant → unit (mill/estate) → selection by</p>	Complied

		<p>"Kepala Tata Usaha/KTU" → proposed to HR at Pekanbaru → approved/decision from Pekanbaru.</p> <p>Based on interview with worker and document verification, there is no indication on forced labour and/or trafficked labour. All worker in PT. Meridan Sejatisurya Plantation is covered with work agreement.</p>	
<p>6.4.4</p>	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish Child Labour Policy as per Decree of The Board of Directors Nomor: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. Although this policy is established and launched for year, it is still in effective. This policy is available in bilingual Bahasa Indonesia and English.</p> <p>Implementation of this policy already specified within contract "Surat Perjanjian Kerja No. 42/Terasan-Jln-Parit/MSSP/LGL-PKU/II/20, dated 3 Feb 2020, specific clause related disallowing child, forced and trafficked labour are described within Annex letter "Surat Komitmen CV Andalan Makmur Sejahtera, dated 4 Feb 2020" in point 4 "Perlindungan Tenaga Kerja". There is no changed comparing to the previous audit.</p> <p>The certificate holder has several work agreements with third parties. In the contract documents, there are clauses related to labor protection. For example: Contract "Surat Perjanjian" No: 01/Pengadaan Sirtu/MSSP/LGL-PKU/VI/2022, dated 2 June 2022. This contract is between unit of certification and sands and crushed rocks suppliers for road maintenance. The contract contains:</p> <ul style="list-style-type: none"> • Name and contact of the third party PIC. • The validity period of the contract. • Terms and job specifications. • The price of the job • Payment method. • Obligations and responsibilities 	<p>Complied</p>

		<ul style="list-style-type: none"> A third-party commitment letter containing a commitment to the implementation of policies related to sustainability, scheduled waste prohibition, worker protection and human rights policy fulfilment. 	
Criteria 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other form of harassment and violence is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of Protection of Reproductive Rights as per Decree of The Board of Directors Nomor: 011.D/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is remain unchanged until the day of the audit.</p> <p>During ASA-4, sexual harassment and other violence was not found.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation as unit of certification has establish the policy of Protection of Reproductive Rights as per Decree of The Board of Directors Nomor: 011.D/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012. This policy is remain unchanged until the day of the audit.</p> <p>During interview with sample of female workers, reproductive rights of all, especially of women are proper implemented by unit of certification.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified in accordance with applicable regulations in Indonesia.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation has a policy in place as per "Surat Keputusan Direksi No.011.D/Sustainability_FR/P/VI/2012 tentang Kebijakan Perlindungan Hak-Hak Reproduksi" signed by CEO First Resources Group on 15 June 2015.</p> <p>There is an agreement between Gender Committee administrator, management and worker union related to female worker protection – on 26 June 2015 and this agreement is still valid, a.o.: Female working on night shift entitled to specific protection, in terms of physical as well as health and decency/ethics; Menstruation leave given to female worker with health problem, completed with medical reference; Maternal leave is given 1.5 months prior to delivery and 1.5 months after</p>	Complied

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		<p>delivery; Company provide opportunity to breastfeeding the infant and will not employs breastfeeding female for chemical- related work; Company will give zero-tolerance on sexual harassment case and punishment will be given as per collective work agreement.</p> <p>Unit of certification has made assessment for new mother needs through spreads Questionnaire and documented in "Kuisiner Identifikasi Kebutuhan Ibu Baru di Lingkungan Perusahaan Tahun 2022". There are 10 new mothers as respondent to fill the questionnaire form with various child ages (1.4 years old up to 4 years old). Most of respondents are stated that during breastfeeding is more comfort back to home. The company is giving sufficient time to new mothers for breastfeeding her child in their house during to work.</p>	
<p>6.5.4</p>	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, as long as the complaint is supported with adequate information, is documented, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>As written in their website, stated that whistle blowing and anonymity explained in "SOP <i>Komunikasi</i>" (Doc Code FR.EMS.CHE No. 02 dated 22 November 2020 last revised 24 February 2020).</p> <p>Sending complaints via mailbox and sms is regulated in the SOP for Handling Complaints (Doc Code IAD-PPN-1 dated 3 September 2012) and this is remain valid. Internal audit manager handover the suggestion/complaint box to the general manager to installed in central office of mill and estate. It box will be opened on the first Friday each month by internal audit manager/internal audit director witnessed by General Manager/Estate Manager/Mill Manager. Each suggestion/complaint from the box or short message service will be follow up by internal audit director and reported to the managing director.</p> <p>Moreover, the company has formed a Gender Committee as a place to submit gender-related grievance, such as gender discrimination, sexual harassment or violation of reproductive rights. Based on interview with Head of Gender Committee and women workers (spraying operator),</p>	<p>Complied</p>

		are known that there is no negative issue related to sexual harassment or violation of reproductive rights.	
Criteria 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All work is voluntary and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports; • Payment of recruitment fees; • Contract substitution without worker’s consent • Involuntary overtime; • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty and it is stated in the employment agreement • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>No form of forced labour occurs in PT Meridan Sejatisurya Plantation. Decree of The Board of Directors Nomor: 011.B/SUSTAINABILITY_FR/P/VI/2012, dated 15 June 2012 is the baseline for implementation that no forced labour applied in unit of certification. Company has a policy to comply with manpoer regulation UU No. 13 Tahun 2003. These policies are remain valid and there is no changed comparing to the previous audit.</p> <p>According to sample of working contract verified by auditor team, confirmed that all work is voluntary and there is no:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports. • Payment of recruitment fees. • Contract substitution without worker’s consent • Involuntary overtime. • Lack of freedom of workers to resign • Penalty for termination of employment, unless the unit of certification and the workers agree to the penalty, and it is stated in the employment agreement • Debt bondage • Withholding of wages 	Complied

Specific Guidance for 6.6.1:			
The substitution of an employment agreement/contract is prohibited if the agreed work is changed without the worker's consent.			
6.6.2	<p>(C) Where temporary (Specified Time Work Agreement/PKWT) or migrant workers are employed, a specific labour policy and procedures are established and evidence of implementation is available.</p> <p>- Critical (Major) compliance -</p>	<p>Unit of certification Sei Pingai not employed migrant workers. Most workers are permanent employees. Specified Time Work Agreement will apply when the unit of certification hire for particular job and the specific labour policy is refer to Collaborative Working Agreement or "Perjanjian Kerja Bersama" on Chapter IV article 16.</p> <p>According to employee's data as per August 2022, there are 7 specified time work agreement (PKWT) for upkeep Afdeling 1 (5 workers) and Nursery activities (2 workers).</p>	Complied
Criteria 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>PT Meridan Sejatisurya Plantation has appointed the responsible person for H&S is identified as per P2K3 (Safety Committee Meeting). P2K3 has an approval from Manpower and Transmigration Office.</p> <p>Safety Committee or "P2K3" PT Meridan Sejatisurya Plantation approval based on "<i>Keputusan Kepala Dinas Tenaga Kerja dan Transmigrasi Provinsi Riau</i> Nomor: Kep.91/Disnakertrans-PK/SK-P2K3/III/2020 Tentang Pengesahan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) Pada PT Meridan Sejatisurya Plantation" issued 23 March 2020.</p> <p>P2K3 headed by Mr. Darlius and Registered Safety Officer is Mr. Anggiat Jumadi Hot and it is still valid</p> <p>The safety committee (P2K3) regular meeting has been performed each month, discussed regarding OHS plan program achievement and corrective actions to achieve target and improve the program such as: Personal Protective Equipment (PPE), hazard from animal, safety notes, accidents etc. Notes of Safety Committee Regular Meeting (mill and estate) with workers were evident. For instance, in the meeting of 20 June 2022 discussed the feedback from spraying operator related the low quality of rubber gloves. The company planned to provide a thicker</p>	Complied

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		<p>rubber gloves. Based on field observation and interview in spraying activity, obtained information that the current rubber gloves quality is has been improved.</p> <p>The OHS management implementation has been reported to Manpower Agency in the report of OHS Committee. The recent report was for Trimester II of 2022, which has been submitted on 28 July 2022.</p>	
<p>6.7.2</p>	<p>Accident and emergency procedures in Indonesian language are in place and clearly understood by all workers. Assigned operatives trained in first aid are present in both field and other operations. First aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>Emergency Respond procedure written in Bahasa Indonesia was described in procedure of “<i>Penanganan Keadaan Darurat</i> [FR.OSH.P10, dated 1 September 2011]” and “<i>Penanganan Emergency Kecelakaan Kerja dan Hampir Celaka</i> [FR.OSH.P12, dated 11 September 2011]. This procedure also covered reporting, responsibility of all members of ERP Team, handling of ERP situation, mitigating of ERP situation, etc. Some scenarios were identified such as accident, fire earthquake, and chemical spillage. These procedures are remain unchanged from the previous audit and/or still valid</p> <p>The procedure described the roles and responsibilities of each emergency response team include the mechanism how to conduct medical evacuation to near hospital/local health centre, also it was available the emergency contact number of each internal emergency team and external related parties. Evacuation route and muster point are available and made known to the employee.</p> <p>The structure of Emergency Response Team (ERT) has been established for Sei Pingai Mill and Estate, consist of ERT commander, Fire Fighting Commander, Community Team, Fire Fighting Team, Transportation Team, Communication Team and Evacuation Team. The list of protection equipment for emergency was available such as fire extinguisher, fire engine, browser, hose, water pump, etc.</p>	<p>Complied</p>

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		<p>The awareness of employee conducted annually gained with company policy training. Evacuation routes and emergency flowcharts have been socialized during simulation. Emergency signs and boards were provided in several areas. Muster points for each area such as workshop, warehouse, office etc. were sighted.</p> <p>Supervisor investigation accident report were documented in specific form FR.OSH.P12-02/1-0/01-09-2011 which is still remain unchanged comparing to the previous audit. Accident and investigation reports described the accident chronology, cause and impacts of the accident and also to find the root causes of the accident happened and establish the corrective and preventive action. Records of all accidents were kept and periodically reviewed for continuous improvement.</p> <p>Record of all accident are periodically review as per OHS Committee (P2K3) meeting. Record of accident report as per "<i>Rekapitulasi Laporan Kecelakaan</i> PT. MSSP". According to accident report since January – December 2021, there were total lost time 23 days.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE) which is provided free of charge to all workers in the workplace, to cover all potentially hazardous operations, such as pesticides application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>Based on onsite visit at Sei Pingai Estate dan POM, all workers using PPE's as required by HIRADC. If broken, PPE will replaced with new one freely.</p> <p>Based on field observation in the high risk workplace in the Mill and Estate, known that the workers provided proper PPE in accordance with the HIRADC and/or MSDS. For instance:</p> <ul style="list-style-type: none"> - Harvester: has been provided sickle and axe cover. - Manuring, spraying, checmical storage operator: has been provided rubber gloves, mask, face protector, apron, boots. - Genset/engine room, boiler operator: has been provided mask and ear muff/ear plug. 	Complied

6.7.4	<p>All workers are provided medical care and covered by accident insurance. Costs incurred from work related incidents, leading to injury or illness, are covered in accordance with applicable regulations or by the unit of certification if applicable regulations do not provide protection.</p> <p>- Minor compliance -</p>	<p>The company established the company's clinic, as well as its licensed company's doctor and paramedics. All workers including contractor's workers can use this facility.</p> <p>For further or un-handled medical care overed in government employment and health insurance (<i>BPJS Ketenagakerjaan & BPJS Kesehatan</i>). This insurance has been paid monthly based on document review according to the applicable rule.</p> <p>Based on interview with the workers and Labor Union, there is no issue related medical care. If the clinic can not handle the medical care, the patient will be brought to the partner hospital in the city.</p> <p>For contractor's workers, based on document review and interview with contractor representative, it is known that the accident insurance for workers is covered by the contractors.</p> <p>For medical check-up has been conducted for workers exposed with high risk working place/checmnical, such as spraying and manuring operator, laboratorium, engine room, etch. The check up has been conducted on on 14 February 2022 by Balai Keselamatan dan Kesehatan Kerja Medan.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejatisurya Plantation regularly maintain records of Lost Time Accident periodically. According to Lost Time Accident metrics or "Rekapitulasi Tahunan FR & SR PT. According to accident report since January – December 2021, there were total lost time 23 days.</p>	Complied

Principle 7: Protect the environment, conserve biodiversity and ensure sustainable management of natural resources.

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

Guidance:
 The unit of certification should apply IPM techniques that are recognized by combining traditional, biological, mechanical and physical methods to minimize the use of chemicals. Wherever possible native species should be used in biological control

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<p>7.1.1</p>	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation demonstrated procedure Operational Best Practices Pengendalian Gulma (MN.FR.COP.OPA.PGL) dated 1 July 2012. The manual explains policy on weed control, type and classification of weed, guideline for spraying (herbicide used, active ingredients, dosage, target species, spraying tools and nozzle), spraying techniques.</p> <p>Operational Best Practices <i>Pengendalian Hama dan Penyakit</i> (MN.FR.COP.OPA.PHT) dated 1 July 2012. The policy for pest and diseases management is to have early warning system through census and infestation identification. The procedure explains the type oil palm pest such as leaf eating caterpillar, rodent attack, <i>Oryctes</i>, <i>Tirathaba</i>, termite. <i>Tyto alba</i> (barn owl), <i>Turnera</i>, <i>Antigonon</i> are the biological species to control the pest and part of integrated pest management. This species is breed by estate to reduce the pests.</p> <p>Sample of pest monitoring record verified:</p> <ul style="list-style-type: none"> - "<i>Monitoring Perangkap Hama Kumbang Tanduk</i>" – monitoring for pheromone trap; - "<i>Rekapitulasi Hasil Sensus Hama Tirathaba</i>" – summary of Tirataba census; - "<i>Data Sensus Ulat Api</i>" – data of nettle caterpillar census; - "<i>Sensus Serangan Hama Tikus pada TBS</i>" – census of rodent attack on FFB. - "<i>Sensus Serangan Kumbang Afdeling I</i>" – census of Rhino beetle infestation in July 2022, totaled 2.26% infested. This is under economic threshold. - "<i>Laporan Tingkat Hunian Gupori</i>" – census of barn owl box occupation rate. <p>The company has shown documentation of no usage of pesticide to pest and disease control, except for routine weed control. Field observations</p>	<p>Complied</p>
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		also verified that visually neither symptoms of leaf eater caterpillar infestation on the canopy, nor the rats infestation on the FFB collected in the FFB platform. Beneficial plants such as <i>Turnera subulata</i> and <i>Antigonons leptosus</i> have been planted in main and collection road.	
7.1.2	Invasive species are not to be used according to applicable regulation in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	Based on document review and field observation, the company implement some biological control practices to suppress pest and diseases infestation such as white buttercup flower (<i>Turnera subulata</i>) and barn owl (<i>Tyto alba</i>). Verification result on website of cabi.org known that those species stated as not invasive in Indonesia.	Complied
Specific Guidance for 7.1.2: Invasive species refers to applicable regulation: Minister of Environment and Forestry Regulation No. P. 94/MENLHK/SEKJEN/KUM.1/12/2016 concerning Invasive Species.			
7.1.3	There is no use of fire for pest control unless in exceptional circumstances, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	Based on document review, field observation, as well as interview with the workers and external stakeholders, known that the company did not use fire for pest control.	Complied
Specific Guidance for 7.1.3: The use of fire should only be done if it is assessed as the most effective way (based on an accountable assessment) with the least level of environmental damage to minimize the risk of pests and disease spread, and a very high level of caution is required for burning peatlands (peat). It should also be adjusted to the ASEAN Policy on Zero Burning, 2003 and the provisions of the regulations in the applicable national environmental legislation. On Government Regulation No. 4 of 2001 concerning Damage and Pollution Control of the Environment related to Forest and/or Land Fires, an explanation section of Article 11 stated that activities which result in forest and/or land fires are among others land preparation activities for businesses fields of forestry, plantation, agriculture, transmigration, mining, and tourism that are carried out by burning. Therefore, in conducting such business, fire is prohibited, except for special purposes or inevitable conditions, including controlling forest fires, eradicating pests and diseases, and fostering habitat for plants and animals. Implementation of limited fire must obtain permission and authorities.			
Criteria 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	PT. Meridan Sejatisurya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – <i>Pengendalian Hama dan Penyakit</i> No.FR.COP.OPA.PHT. Section 6.7.5 Economic threshold or leaf eating caterpillar: <i>Setothosea asigna</i> 5/frond; <i>Setora nitens</i> 5/frond; Darna	Complied

		<p>trima 10/frond; Ploneta diducta 10/frond; Mahasena corbetti 5/frond; Metisa plana 10/frond.</p> <p>Section 6.7.6 Control</p> <ul style="list-style-type: none"> - Manual: handpicking, cocoon picking, light trap. - Biological control: bio-insecticide through <i>Bacillus thuringensis</i>, virus or fungi, conservation and exploitation of natural predator, use of beneficial plant. - Chemical control: spraying/fogging chemical insecticide, trunk injection, root infuse. <p>Section 6.7.6.7 Contact insecticide</p> <table border="1" data-bbox="1133 772 1973 1121"> <thead> <tr> <th>Pest</th> <th>Active ingredient</th> <th>Dosage per Ha</th> </tr> </thead> <tbody> <tr> <td>Setothosea asigna</td> <td><i>Deltametrin</i></td> <td>200 ml</td> </tr> <tr> <td>Setora nitens</td> <td><i>Lamda Sihalotrin</i></td> <td>200 ml</td> </tr> <tr> <td>Darna trima</td> <td><i>Betasiflutrin</i></td> <td>225 ml</td> </tr> <tr> <td>Ploneta diducta</td> <td><i>Sipermetrin</i></td> <td>300 ml</td> </tr> <tr> <td>Mahasena corbeti</td> <td rowspan="2"><i>Asefat</i></td> <td rowspan="2">650 ml</td> </tr> <tr> <td>Metisa plana</td> </tr> </tbody> </table> <p>PT. Meridan Sejati Surya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – <i>Pengelolaan Pestisida</i> No.FR.COP.OPA.PPS. PT. Meridan Sejati Surya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – <i>Prosedur Petunjuk Keamanan Pestisida</i> No.FR.COP.OPA.PLP. Section 6.1 Pesticide Selection – shall first identify type of pest, type of disease or type of</p>	Pest	Active ingredient	Dosage per Ha	Setothosea asigna	<i>Deltametrin</i>	200 ml	Setora nitens	<i>Lamda Sihalotrin</i>	200 ml	Darna trima	<i>Betasiflutrin</i>	225 ml	Ploneta diducta	<i>Sipermetrin</i>	300 ml	Mahasena corbeti	<i>Asefat</i>	650 ml	Metisa plana	
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		<p>weed. The pesticide shall inform type of pest, disease and target species, application method and hazard/impact.</p> <p>PT. Meridan Sejatisurya Plantation refers to List Pesticide:</p> <table border="1"> <thead> <tr> <th>Brand – Active Ingredient</th> <th>LD50 (mg/kg)</th> <th>WHO Class</th> <th>Rotterdam / Stockholm Convention</th> <th>Targeted pest / Weed</th> </tr> </thead> <tbody> <tr> <td>Bionasa 480 SL (Glyphosate 365 g/l)</td> <td>5,000</td> <td>III</td> <td>-</td> <td>Broad leaves: <i>Calapogonium mucunoides</i>, <i>Ageratum conyzoides</i>, <i>Borreria alata</i>; Small leaves: <i>Paspalum conjugatum</i>, <i>Ottocloa nodosa</i>, <i>Anoxopus compressus</i></td> </tr> <tr> <td>Round Up 486 SL (Glyphosate 360 g/l)</td> <td>9,041</td> <td>III</td> <td>-</td> <td></td> </tr> <tr> <td>Garlon 670 ED (Triclophyr 480 g/l)</td> <td>1,581</td> <td>II</td> <td>-</td> <td>Broad leaves: <i>Chromolaena odorata</i>,</td> </tr> <tr> <td>Lifeline 280 SL (Glufosinat 256 g/l)</td> <td>2,000</td> <td>II</td> <td>-</td> <td>Broad leaves: <i>Ageratum conyzoides</i>, <i>Clidemia hirta</i>, <i>Mikania micrantha</i>;</td> </tr> <tr> <td>Basta 150 SL (Glufosinat 111 g/l)</td> <td>1,910</td> <td>II</td> <td>-</td> <td>Small leaves: <i>Ischaemum timorense</i>, <i>Ottocloa nodosa</i>,</td> </tr> <tr> <td>Metafuron 20 WP (Methyl metsulfuron 20.05%)</td> <td>8,000</td> <td>U</td> <td>-</td> <td>Broad leaves: <i>Ageratum conyzoides</i>, <i>Clidemia hirta</i>, <i>Mikania micrantha</i>, <i>Borreria alata</i>, <i>Synedrella nodiflora</i>;</td> </tr> <tr> <td>Metsulindo 20 WP (Methyl metsulfuron 20%)</td> <td>5,000</td> <td>U</td> <td>-</td> <td>Small leaves: <i>Imperata cylindrica</i></td> </tr> <tr> <td>Brantas 25 EC (Lamda sihalotrin 25 g/l)</td> <td>1,051</td> <td>II</td> <td>-</td> <td>Bagworm: <i>Metisa plana</i>; Nettle caterpillar: <i>Thosea asigna</i></td> </tr> </tbody> </table>	Brand – Active Ingredient	LD50 (mg/kg)	WHO Class	Rotterdam / Stockholm Convention	Targeted pest / Weed	Bionasa 480 SL (Glyphosate 365 g/l)	5,000	III	-	Broad leaves: <i>Calapogonium mucunoides</i> , <i>Ageratum conyzoides</i> , <i>Borreria alata</i> ; Small leaves: <i>Paspalum conjugatum</i> , <i>Ottocloa nodosa</i> , <i>Anoxopus compressus</i>	Round Up 486 SL (Glyphosate 360 g/l)	9,041	III	-		Garlon 670 ED (Triclophyr 480 g/l)	1,581	II	-	Broad leaves: <i>Chromolaena odorata</i> ,	Lifeline 280 SL (Glufosinat 256 g/l)	2,000	II	-	Broad leaves: <i>Ageratum conyzoides</i> , <i>Clidemia hirta</i> , <i>Mikania micrantha</i> ;	Basta 150 SL (Glufosinat 111 g/l)	1,910	II	-	Small leaves: <i>Ischaemum timorense</i> , <i>Ottocloa nodosa</i> ,	Metafuron 20 WP (Methyl metsulfuron 20.05%)	8,000	U	-	Broad leaves: <i>Ageratum conyzoides</i> , <i>Clidemia hirta</i> , <i>Mikania micrantha</i> , <i>Borreria alata</i> , <i>Synedrella nodiflora</i> ;	Metsulindo 20 WP (Methyl metsulfuron 20%)	5,000	U	-	Small leaves: <i>Imperata cylindrica</i>	Brantas 25 EC (Lamda sihalotrin 25 g/l)	1,051	II	-	Bagworm: <i>Metisa plana</i> ; Nettle caterpillar: <i>Thosea asigna</i>	
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7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per Ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The routine pesticides application were for weed control in circle and path every four months if necessary, that were Metafuron 20 WP (a.i Methylmetsulfuron), Round Up 486 SL (a.i Isopropilamina gyphosate), and Lifeline 280 SL (Glufosinat).</p> <p>The usage documentation was in documents of Pesticide Toxicity that</p>	Complied																																																								

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		<p>record products name, active ingredients, LD50, percentage of active ingredients, total application, total active ingredients, hectare application and active ingredients per ha application.</p> <p>For instance in period of 2021, Round Up 486 SL toxicity amount of 108 cc/ha.</p>	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation refers to Operational Best Practices Manual Oil Palm Agronomy – <i>Pengendalian Hama dan Penyakit</i> No.FR.COP.OPA.PHT. Section 6.7.5 Economic threshold or leaf eating caterpillar: <i>Setothosea asigna</i> 5/frond; <i>Setora nitens</i> 5/frond; <i>Darna trima</i> 10/frond; <i>Ploneta diducta</i> 10/frond; <i>Mahasena corbetti</i> 5/frond; <i>Metisa plana</i> 10/frond.</p> <p>Section 6.7.6 Control</p> <ul style="list-style-type: none"> - Manual: handpicking, cocoon picking, light trap. - Biological control: bio-insecticide through <i>Bacillus thuringensis</i>, virus or fungi, conservation and exploitation of natural predator, use of beneficial plant. - Chemical control: spraying/fogging chemical insecticide, trunk injection, root infuse. <p>In line with the explanation of Criteria 7.1 that IPM has been carried out quite effectively, therefore there was no chemical use for pest control, except for routine weed control. Pesticides were used regularly for weed control in the circle and harvesting path with interval every 4 months if necessary.</p> <p>The usage of pesticides has been monitored in monthly and yearly basis. The certificate holder does not use pesticides prophylactically. If the conditions of circle and harvesting path are still quite standard, the weed control will be postponed. Based on observation of spraying activities, the application method was not a preventive application, but rather selective for weedy locations that considered exceed the economic</p>	Complied

		threshold.	
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in Indonesia best practice guidelines. - Minor compliance -	The company did not use pesticides prophylactically. If the conditions of circle and harvesting path are still quite standard, the weed control will be postponed. Based on observation of spraying activities, the application method is not a preventive application, but rather selective for locations that have weeds.	Complied
7.2.5	Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions and paraquat, are not to be used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks. The due diligence refers to: - Minor compliance - 7.2.5a Judgment of the threat and verify why this is a major threat.	Based on field observation in chemical warehouse and spraying activity, as well as interview to the workers, known that the pesticides categorized in WHO 1A and 1B class, listed in Stockholm and Rotterdam Conventions, and paraquat are not used. Based on list of pesticides used, it was known that the pesticides used were categorized in WHO Class III or uncategorized.	Complied
	7.2.5b Why there is no other alternative which can be used.	Based on field observation in chemical warehouse and spraying activity, as well as interview to the workers, known that the pesticides categorized in WHO 1A and 1B class, listed in Stockholm and Rotterdam Conventions, and paraquat are not used. Based on list of pesticides used, it was known that the pesticides used were categorized in WHO Class III or uncategorized.	
	7.2.5c Which process was applied to verify why there is no other less hazardous alternative.	Based on field observation in chemical warehouse and spraying activity, as well as interview to the workers, known that the pesticides categorized in WHO 1A and 1B class, listed in Stockholm and Rotterdam Conventions, and paraquat are not used. Based on list of pesticides used, it was known that the pesticides used were categorized in WHO Class III or uncategorized.	
	7.2.5d Process to limit the negative impacts of the application.	Based on field observation in chemical warehouse and spraying activity, as well as interview to the workers, known that the pesticides categorized in WHO 1A and 1B class, listed in Stockholm and Rotterdam Conventions, and paraquat are not used. Based on list of pesticides	

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	7.2.5e Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.	Based on field observation in chemical warehouse and spraying activity, as well as interview to the workers, known that the pesticides categorized in WHO 1A and 1B class, listed in Stockholm and Rotterdam Conventions, and paraquat are not used. Based on list of pesticides used, it was known that the pesticides used were categorized in WHO Class III or uncategorized.	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they conduct.</p> <p>- Critical (Major) compliance -</p>	The annual internal training related general best practice of pesticide handling and spraying technique has been given to the workers. Based on field observation and interview with the workers, it is known that the pesticides application has been conducted by methods that has minimum risk and negative impacts to workers or environmental. The workers can demonstrate safe working practices in accordance with the existing procedures, such as spraying in the direction of the wind, or prohibition of spraying on riparian, and understanding emergency response in the event of an accident. Based on document review, field observation, as well as stakeholder consultation, also known that the company never been applied pesticides aerially.	Complied
7.2.7	<p>(C) Storage of all pesticides in accordance with recognized best practices.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation stored all pesticides/herbicides in the centralized warehouse. The management unit separated powder and liquid pesticide/herbicide storage. PPE available in the premise: goggle, masker, goggle, apron, safety shoes. Emergency equipment available in the premise: spill kit, eye wash, fire extinguisher.</p> <p>All pesticide/herbicide expenses using recorded notes for tracking material handover. Warehouse officer understood the use of pesticide/herbicide need to dissolved with water, composition 1:1.</p>	Complied

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7.2.8	<p>All pesticide containers that are disposed of and/or used for other purposes are managed according to applicable regulations and/or instructions on the packaging.</p> <p>- Minor compliance -</p>	<p>All pesticide containers were properly disposed and handled responsibly in accordance with Indonesian recognized best practices, that was stipulated in Government Law No. 101 of 2014 regarding management of hazardous waste, then arranged in company's SOP of Hazardous Waste Management.</p> <p>Based on field observation in hazardous waste storage and housing, as well as interview to the operator, it was known that pesticide containers rinsed and stored in temporary hazardous waste storage that build in considering OHS and environmental aspects. The water used for rinsing will be reused as water mixing for chemist activity. The pesticides containers periodically collected by licensed and registered hazardous waste transporting company, and delivered to licensed and registered hazardous waste management company as well.</p>	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>There is no aerial application of pesticide in plantation area of PT. Meridan Sejati Surya Plantation.</p>	Not Applicable
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation demonstrated laboratory analysis result from "Balai Keselamatan dan Kesehatan Kerja Medan dated 14 February 2022. PT. Meridan Sejatisurya Plantation has taken sample and test the Cholinesterase level for all spraying worker. The result has communicated that all workers related to pesticide/herbicide are in normal level.</p>	Complied
7.2.11	<p>(C) No pesticide-related work is carried out by pregnant or breastfeeding women, or people with medical limitations and they are offered other equivalent work alternatives.</p> <p>- Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation-Sei Pingai Estate demonstrate checking on pregnancy status and breastfeeding status of female sprayers in monthly basis. The record says (in January – August 2022)</p>	Complied

		no pregnant or breastfeeding women is working as sprayers. It also has been verified through field observation and interview.	
<p>Note For 7.2.11 Referring to Act No. 13 of 2003 concerning Manpower, Act No. 35 of 2014 concerning Child Protection, and taking into account the risks of hazards on palm oil plantations and mills on the development and physical, mental and social health of children, the national interpretation mandates that the unit of certifications does not employ people under the age of 18 for pesticide spraying. For this reason, the provisions of young workers under 18 years in indicator 7.2.11 are irrelevant.</p>			
<p>Criteria 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented in accordance with applicable laws and regulations.</p> <p>- Minor compliance -</p>	<p>PT Perkebunan Meridan Sejatisurya has developed a Waste Management procedure" (Document No.: FR.CSM.OP-1, Revision 02, dated December 30, 2018). This procedure explains the identification of waste sources based on the level of danger, namely Non-B3 Waste and B3 Waste.</p> <p>The company has prepared a plan to reduce Greenhouse Gas and Pollutant emissions for the period of 2022 which describes the efforts made in the context of waste management, such as:</p> <ol style="list-style-type: none"> 1. Reducing the use of chemical fertilizers by utilizing JJK and PKS liquid waste. 2. Reducing the use of chemical pesticides by utilizing biological control agents (Owl & Beneficial plant). 3. Management of B3 waste used for pesticide packaging by storing it in a permitted temporary storage area and sending it to a licensed waste collector. 4. Sorting domestic solid waste from its source into the categories of organic waste and inorganic waste, including the manufacture of landfills, also separating organic waste from inorganic waste. <p>PT Perkebunan Meridan Sejatisurya demonstrates good waste management practices ranging from waste and pollution identification to environmental quality monitoring.</p>	Complied

		<ul style="list-style-type: none"> - B3 waste management: the company has a temporary storage area for B3 waste, the company has a record of temporary storage and delivery of hazardous and toxic waste (LB3), the company has a work agreement with a licensed hazardous and toxic waste collector (PT. Shali Riau) Lestari-SPK No.: 90/P-Limbah B3/MSSP/LGL-PKU/IV/22, dated 02 April 2022), the company has reported B3 waste management to the "Siak Regency Environmental Service" every 3 (three) months . - Wastewater/effluent management: the company utilizes palm oil mill effluent as a land application. The POME land application permit is in accordance with "Decree of the Head of the Siak Regency One Stop Service and Investment Office No.01/DPMTSP-ILA/KPTS/2018 concerning Permit for Utilization of Palm Oil Industry Wastewater on Soil in Oil Palm Plantation PT. Perkebunan Meridan Sejatisurya" dated 11 January 2018. The company consistently monitors water quality in monitoring wells (frequency per six months) and monitors POME quality on a monthly basis. The analysis was carried out by the "Unit Pelaksana Teknis Pengujian Materi – Dinas Pekerjaan Umum Provinsi Riau". <p>PT. Meridan Sejatisurya Plantation already has a Biogas plant to reduce GHG emissions from the factory's liquid waste.</p>	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>All pesticide containers are categorized as "Hazardous and Toxic Waste/LB3". Sei Pingai Estate has a temporary storage area for hazardous waste/containers (TPS LB3) issued by the Environmental Service of Siak Regency No. 660/DLH-S/2020/603, dated November 25, 2020 and has been registered in the Online Single Submission (OSS) in the form of an Operational Permit for Management of Hazardous and Toxic Waste (B3 Waste) for Producers, dated 23 December 2020.</p>	Complied

		<p>During the field visit, the audit team did not find any waste management practices that contradicted the Corporate Sustainability Procedure, No: FR.CSM.OP.I, version 02 "Waste Management".</p> <p>The company has conducted socialization and training on waste management, both domestic waste and hazardous and toxic waste (LB3) in all employee housing, for example the training on 25 August 2022 in the employee housing Afdeling VII and attended by 20 participants while in the employee housing Afdeling VI attended by 22 participants.</p> <p>The company has also disseminated B3 waste management to spray and fertilizer operators on 25 August 2022.</p> <p>Based on the field visit at the Afdeling VI housing estate, it was shown that the company had provided domestic waste bins and separated the waste into organic waste and inorganic waste.</p> <p>The company has provided a final waste disposal site for each employee's housing, for example in the Afdeling VI TPSA Housing which is located in Block J08 with a landfill system and is separated between organic and inorganic waste disposal sites.</p> <p>Afdeling VI workers have carried out cleaning activities for domestic solid waste, especially plastic waste and sent to the Final Waste Disposal Site (TPSA) in Block J08.</p> <p>The company has sent B3 waste from Afdeling VI employee housing in the form of used oil packaging/used oil produced from private motorcycle workshops in the housing estate to the Temporary Storage of Hazardous and Toxic Waste (TPS LB3) at the Mill, for example sending used oil packaging to 27 September 2022.</p>	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Sei Pingai estate also has Landfill for domestic waste disposal (Block J08, Divisi 2). No fire use founded for waste disposal.	Complied
<p>Criteria 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			

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7.4.1	<p>Good agricultural practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts is documented.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatsurya Plantation has established SOP for fertilizing/manuring under SOP Pemupukan (MN.FR.COP.OPA.PMK) dated 1 July 2012. The procedure consists of company policy on fertilizer/nutrient application, deficiency symptoms (N, P, K, Mg, Cu, Fe, B), details of fertilizer to be applied, nutrient requirement, application and frequency for young and mature palm. The SOP also covers palm byproduct application, such as EFB and POME application. There were also guidelines for leaf sample taking under "Pedoman Umum Pengambilan Contoh Daun/LSU di Lapangan". The procedures are implemented and monitored to ensure optimum yield and minimize environmental impact.</p>	Complied														
7.4.2	<p>Analysis of tissue samples (e.g. leaves) and soil on a regular basis to monitor and manage changes in soil fertility and plant health is documented.</p> <p>- Minor compliance -</p>	<p>Periodical leaf analysis of PT MSSP Sei Pingai Estate are done by internal group research laboratory, PT. Panca Surya Garden. Result of leaf sampling analysis are presented in Leaf Analysis Result dated 02 April 2021 for manuring recommendation of 2022.</p> <p>Soil Analysis conducted in April 2012, based on "Laporan Survey Tanah dan Evaluasi Lahan Pada Tingkat Semi Detail Kebun Sei Pingai PT. MSSP". Based on the report, Soil Map Units and Land Classification at Sei Pingai Estate are:</p> <table border="1" data-bbox="1131 1018 1966 1318"> <thead> <tr> <th rowspan="2">No. SPT</th> <th rowspan="2">Description</th> <th colspan="2">Land Classification</th> </tr> <tr> <th>Actual</th> <th>Potential</th> </tr> </thead> <tbody> <tr> <td>1</td> <td><i>Typic Paleudult</i>, sandy loam clay texture, fast drainage class, corrugated to hilly area shape (Soil Profile No. RA-16)</td> <td>N1</td> <td>S3</td> </tr> <tr> <td>2</td> <td><i>Typic Paleudult</i>, sandy loam clay texture, fast drainage class, wavy to hilly area shape (Soil Profile No. RA-13)</td> <td>S3</td> <td>S3</td> </tr> </tbody> </table>	No. SPT	Description	Land Classification		Actual	Potential	1	<i>Typic Paleudult</i> , sandy loam clay texture, fast drainage class, corrugated to hilly area shape (Soil Profile No. RA-16)	N1	S3	2	<i>Typic Paleudult</i> , sandy loam clay texture, fast drainage class, wavy to hilly area shape (Soil Profile No. RA-13)	S3	S3	Complied
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7.4.3	<p>A nutrient recycling strategy is in place, which include the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>There was nutrient recycling strategy performed by PT. Meridan Sejatisurya Plantation such as:</p> <ul style="list-style-type: none"> - land application from POME (Palm Oil Mill Effluent) POME or liquid waste from mill used as Land application, it gives nutrient for palm oil plantation. Location of Land Application was complied with designated blocks as in "<i>Berita Acara Pengawasan Izin Air Limbah dari Industri Minyak Sawit pada Perkebunan Kelapa Sawit</i> PT. Meridan Sejatisurya Plantation, Kecamatan Kerinci Kanan". Issued by "<i>Dinas Lingkungan Hidup Kabupaten SiaK</i>", dated 13 September 2017. Designated blocks for land application are K13 – K17, L13 – L18, M16 – M18 with total size is 180.40 Ha. Based on "Rekapitulasi 	Complied																								

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		<p>Lokasi Land Aplikasi”, number of flatbed: 19,161 bed; Volume: 2.88 m3/bed; total Palm: 21,633 palms applied.</p> <ul style="list-style-type: none"> - EFB mulching application on sandy land. The manuring conducted especially in land with low nurient properties, to improve soil structure and texture, as well as to minimise in-organic fertilization if possible. - In replanting activity, the biomass in replanting will have returned to the soil for nutrient cycling strategy. 	
7.4.4	<p>Records of fertilizer inputs are maintained.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>The records of in-organic fertilization and manuring has been well conducted. In 2021, the fertilizer used are Urea, RPH, MOP, kieserite, dolomite, HGF Borate, NPK, totalled 6,753 tons. The dosage has been in accordance with manuring recommendation of 2021. The fertilization and manuring strategies conducted has been proven increase and maintain sustain oil palm productivity.</p>	Complied
<p>Criteria 7.5: Practices minimise and control erosion and degradation of soils.</p>			
7.5.1	<p>(C) Maps that identify marginal and fragile soils, including steep sloped land are available.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>Maps that identify marginal and fragile soils, including steep sloped land area are available in soil survey result - “<i>Laporan Survey Tanah dan Evaluasi Lahan Pada Tingkat Semi Detail Kebun Sei Pingai</i> PT. MSSP”. Most of PT. Meridan Sejatisurya Plantation-Sei Pingai Estate's land is S3 class, to achieve / maintain the potential of S2 production, several things recommended with the soil and plants in the plantation, including:</p> <ul style="list-style-type: none"> - Making and maintaining the contour terrace optimally, so that there is no erosion or landslide on slope area; - Ensure that interrow area is not too clean, and if possible, it must always be covered with cover crops. Maintenance of cover crops is very useful in reducing surface runoff / erosion and increasing levels of organic matter. Cover crops of grass and ferns are still possible to grow in plantation even though almost all the area is old plants. 	Complied

		<ul style="list-style-type: none"> - Provision of organic material (e.g. empty fruit bunches) applied on the soil surface in the heap, especially on bumpy land to steep hills. Not recommended applying EFB to lowland areas. EFB dosage of at least 20 tons to 50 tons per hectare is common for plantation and is done in stages according to the EFB production capacity of the palm oil mill (PKS). EFB application in stages and need to be repeated every year until the soil organic matter content reaches about 3% on the soil surface, is highly recommended. By repeating the application of organic matter for 3 years, the expected soil friability / fertility can be achieved. - If the way to hilly land has reached the estimated productivity figure, the application of EFB is recommended for other areas that have high productivity targets but still low in actual production. - The use of a soil repairer in the form of Dolomite is highly recommended, prior to application of the necessary fertilizers. The recommended dose of Dolomite for the whole plant ranges from 2.00-3.00 kg/palm/year applied on the palm circle before fertilizer application. Repetition of Dolomite for 3 consecutive years is sufficient to improve soil reaction (soil pH). Dolomite has a dual role, in addition to be a soil repairer it also acts as Mg fertilizer. - POME land application in the plantation, starting from choppy to steep hilly areas, is highly recommended. The application is gradual and more evenly distributed in the application area, will have a good impact on the soil and the surrounding environment. - The use of neutral fertilizers such as Urea (N sources), RP (P sources), KCl (K sources), and dolomite (Mg sources) or NPK-compound fertilizers with neutral raw materials, preferably slow release, are highly recommended. <p>Technical cultivation and harvesting of FFB must be carried out in accordance with large plantation principles include optimization of</p>	
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		<p>pruning, cleaning of crop circle from weeds and woods, controlling weeds in the fields, controlling pests and diseases, harvesting correctly (including obeying crop rotation, discipline in FFB quality, collecting loose fruit on the circle and those in midrib, and there shall be no delay in FFB delivery to the palm oil mill.</p> <p>In addition, PT. Meridan Sejatisurya Plantation refers to "<i>Kebijakan dan Prosedur Pengelolaan Lahan Marginal</i> No.MN.FR.COP.OPA.PLM.Rev.01" – Policy and procedure management of marginal land. Marginal land defined as low productivity due to low physical/chemical/mineral fertility – depends on physiographic location and building factor of soil, including: peat area, tidal area, folding area, faulting area, sand area, lateritic area, aquic area, poor drainability. For each type or marginal land, defined with specific management plan.</p>	
7.5.2	<p>The replanting of palm oil is not conducted extensively on steep terrain in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>PT. Meridan Sejatisurya Plantation refers to Operational Best Practices "<i>Persiapan Lahan</i> No.MN.FR.COP.OPA.PLH" – Policy and procedure land preparation. Section 6.16.9 For area with slope more than 12⁰ or slope more than 27%, the construction of palm platform and/or terrace is required. Based on field observation on replanting area, the replanting was conducted in area with slope 5-10%.</p>	Complied
7.5.3	<p>New palm oil planting is not conducted on steep terrain in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>There is no new planting of oil palm PT. Meridan Sejatisurya Plantation.</p>	Not Applicable
<p>Criteria 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>			
7.6.1	<p>(C) Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils, including steep terrain are available, in planning and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Maps that identify marginal and fragile soils, including steep sloped land area are available in soil survey result - "<i>Laporan Survey Tanah dan Evaluasi Lahan Pada Tingkat Semi Detail Kebun Sei Pingai</i> PT. MSSP". Most of PT. Meridan Sejatisurya Plantation-Sei Pingai Estate's land is S3</p>	Complied

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7.6.2	Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan. - Minor compliance -	PT. Meridan Sejatisurya Plantation refers to Operational Best Practices “ <i>Persiapan Lahan</i> No.MN.FR.COP.OPA.PLH” – Policy and procedure land preparation. Section 6.16.9 For area with slope more than 12° or slope more than 27%, the construction of palm platform and/or terrace is required. Based on field observation on replanting area, the replanting was conducted in area with slope 5-10%.		Complied															
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	PT. Meridan Sejatisurya Plantation-Sei Pingai Estate demonstrated topographic map for Sei Pingai Estate, scale 1:100,000. From the topographic map, the plantation was located in area with slope 0-8% to 15-25%. Based on field verification on replanting areas, it has been verified that the soil survey result mentioned in 7.6.1, such as topography maps, used by the company to arrange the block, roads, drainage, bridge, etc.		Complied															
Criteria 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.																			

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7.7.1	(C) No new planting on peatlands, regardless of depth, after 15 November 2018, in existing plantation areas, as well as in new development areas. - Critical (Major) compliance -	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable
7.7.2	Peat areas within the managed area are inventoried, documented and reported to the RSPO Secretariat (effective from November 15, 2018). - Minor compliance -	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable
PROCEDURAL NOTE: Maps and other documentation for peatlands are provided, prepared and shared according to the RSPO Working Group (Peatland Working Group / PLWG) audit guide (See Procedural Notes for Indicator 7.7.5 below).			
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable
7.7.4	(C) Availability of implementation evidence of the water and land cover management program. - Critical (Major) compliance -	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable
7.7.5	(C) Drainability assessments are conducted for plantations planted on peat following the RSPO Drainability Assessment Procedure, or other method recognized by RSPO, (at least five years or in accordance with the provisions of the RSPO Drainability Assessment Procedure) before replanting. The results of the assessment are used to determine the period of replanting to be carried out, as well as to gradually replace oil palm cultivation for at least 40 years or two cycles, (whichever is longer), before reaching the natural gravitational drainage limit for peat. If oil palm is gradually replaced, it is replaced by other commodity crops that are better	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable

	suited for higher groundwater levels (paludiculture) or rehabilitated with natural vegetation. - Critical (Major) compliance -		
<p>PROCEDURAL NOTE: For 7.7.5: Detailed information on the RSPO Drainability Assessment Guide along with related concepts and detailed actions is contained in the Guidelines currently being adjusted / tested by the RSPO Working Group on Peatlands (Peatland Working Group / PLWG). The final version must obtain PLWG approval in January 2019 and will include additional Guide on the steps to be followed after deciding not to replant and the consequences for other stakeholders, farmers, local communities, and the unit of certification concerned. It is recommended that the trial methodology period is proposed to be extended for 12 months for all relevant management units (ie management units that have plantations on peat) to utilize the methodology and provide input to PLWG so that existing procedures can be further refined as needed before January 2020. The unit of certification has the option to delay replanting until the issuance of the revised Guidelines for the guidelines. Additional guidance for alternative commodity crops and rehabilitation of natural vegetation will be regulated by the PLWG.</p>			
7.7.6	<p>(C) All existing plantations on peat are managed according to applicable laws and/or "RSPO Guidelines for Best Management Practices (BMP) for Oil Palm Cultivation that are already on Peatlands", version 3 (June 2019) along with related audit guidelines (May 2019). - Critical (Major) compliance -</p>	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable
7.7.7	<p>(C) All peat areas not planted and reserved in managed areas (regardless of depth) are protected as 'peatland conservation areas'; unit of certification are prohibited from constructing drainage channels, building roads and new electricity lines on peatlands; unless if it is for a non-corporate land clearance. Peatlands are managed in accordance with 'RSPO Best Management Practices for the Management and Rehabilitation of Natural Vegetation related to Oil Palm Cultivation that already exists in Peatlands' (the latest version) along with relevant audit guidelines. - Critical (Major) compliance -</p>	Based on Semi Detail Soil Map, there is no peat soil in PT. Meridan Sejatisurya Plantation-Sei Pingai Estate area. All area is mineral soil. Majority of soil type in this plantation is <i>Typic Paleudult</i> (sandy clay soil). The requirement for peat soil is not applicable.	Not Applicable
<p>Criteria 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	A water management plan is available and is implemented to support efficient use of water sources and continuous availability and avoid	Record of implementation available. The management unit has a license to used surface water from relevant statutory bodies, Extraction of Water Resources based on "Surat Keputusan Menteri Pekerjaan Umum	Complied

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	<p>negative impacts on other users in the catchment. The plan referred to contains the following matters:</p> <ul style="list-style-type: none"> - Minor compliance - <p>7.8.1a The unit of certification does not limit access to clean water or does not pollute the water used by the community.</p>	<p>dan Perumahan Rakyat Nomor: 576/KPTS/M/2017”, dated 31 August 2017. Validity: 5 years (30 August 2022). Limit volume of water 39,312 m³/month. Sources: Gasip River.</p> <p>PT. Meridan Sejatisurya Plantation established Procedure “Identifikasi, Pengelolaan, dan Pemantauan Nilai Konservasi Tinggi (NKT) No.FR.EAC.IMM” - Identification, Management and Monitoring HCV lined out the water management to support efficient use of water source and maintain continuous availability.</p> <table border="1" data-bbox="1131 638 1977 1319"> <thead> <tr> <th data-bbox="1131 638 1552 686">Management</th> <th data-bbox="1552 638 1977 686">Parameter</th> </tr> </thead> <tbody> <tr> <td data-bbox="1131 686 1552 949">Socialization HCV assessment result to worker, community and contractor</td> <td data-bbox="1552 686 1977 949"> <ul style="list-style-type: none"> - Socialization plan: target identification, timeline, and trainer; - Socialization material; - Evidence of socialization: attendance list, photograph, report; </td> </tr> <tr> <td data-bbox="1131 949 1552 1165">Clear HCV signs to prohibit cutting trees, to prohibit hunting/poaching To rehabilitation of degraded conservation area, planting of local plant</td> <td data-bbox="1552 949 1977 1165"> <ul style="list-style-type: none"> - Available HCV and conservation map; - Available sign mark including its location; - Available rehabilitation report; </td> </tr> <tr> <td data-bbox="1131 1165 1552 1319">Conduct patrol on conservation area to prevent illegal logging</td> <td data-bbox="1552 1165 1977 1319"> <ul style="list-style-type: none"> - Patrol report on conservation area - Agreement on use of timber with community </td> </tr> </tbody> </table>	Management	Parameter	Socialization HCV assessment result to worker, community and contractor	<ul style="list-style-type: none"> - Socialization plan: target identification, timeline, and trainer; - Socialization material; - Evidence of socialization: attendance list, photograph, report; 	Clear HCV signs to prohibit cutting trees, to prohibit hunting/poaching To rehabilitation of degraded conservation area, planting of local plant	<ul style="list-style-type: none"> - Available HCV and conservation map; - Available sign mark including its location; - Available rehabilitation report; 	Conduct patrol on conservation area to prevent illegal logging	<ul style="list-style-type: none"> - Patrol report on conservation area - Agreement on use of timber with community 	
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		<p>Mapping the water source area including buffer zone, water spring and water catchment area</p> <p>To secure and maintain vegetation coverage for buffer zone, around water spring and water catchment area</p> <p>Implement soil and water conservation to reduce erosion and improve water absorption</p> <p>To control waste and pollution from estate and palm oil mill</p> <p>Provide room for community participation in managing water sources – if water source inside management unit used jointly with community</p> <p>To conduct need analysis for water source and water quality important for management unit and community</p> <p>Maintain water source including pond area in HCV area or adjacent to HCV inside management unit</p> <p>Controlling pest and disease with environmentally friendly in estate</p>	<ul style="list-style-type: none"> - Available important water source database - Available water catchment area data, utilized by community - Monitoring of water and water source debit - Water analysis quality result - Available evidence in soil and water conservation - Monitor erosion level - SOP for fertilizer, SOP for agrochemical application - SOP for waste and pollution handling 	
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		<p>Fertilizer application with correct dosage, correct method, correct time, correct chemical type, and correct location.</p> <p>Approach community to involve and participate whose utilized water source to manage water source and prevent function alteration</p>	<ul style="list-style-type: none"> - Available evidence on the ground: terracing, platform, cover crop - Available report of water source area report - Water quality and water quantity analysis result 	
<p>Socialization HCV assessment result to worker in estate and palm oil mill carried out on 25 August 2022.</p> <p>PT. Meridan Sejatisurya Plantation is referring to "Izin Lingkungan" No.: Kpts.01/DPMPTSP/2020, Dated 09 Januari 2020. In order to maintain surface water quality, PT. Meridan Sejatisurya Plantation planning: build and maintain POME treatment facility with ponding system, implementing Land Application system, utilizing palm by-product as additional soil nutrient, placing officer to monitor POME treatment and Land Application activities, to improve fertilizer and herbicide application technique, avoid agrochemical application on river boundaries.</p> <p>In order to maintain soil and ground-water quality, PT Meridan Sejatisurya Plantation planned the following: planting of bamboo trees on river boundaries, minimize surface run-off/erosion through estate best management practices – frond stacking, bench terrace, cover crops, palm platforms, etc.</p> <p>PT. Meridan Sejatisurya Plantation has SOP River Buffer Zone Rehabilitation Activities No.FR.C.RSS; stated rehabilitation required for replanting oil palm, fire break causing loss of conservation area, natural disaster causing loss of conservation area, illegal logging causing open vegetation (min. 0.25 Ha), land conversion, loss of vegetation. Determination of area for rehabilitation take into account "Peraturan</p>				

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		<p>Menteri Pekerjaan Umum Perumahan Rakyat No.28/PRT/M/2015”; RSPO Best Management Practices: Simplified Guide Management and Rehabilitation of Riparian Reserves. Installation of river buffer area marking, determination of plant species and location for rehabilitation targets.</p> <ul style="list-style-type: none"> - Area ex-fire: Belangiran (Shorea balangeran), Gelam (Melaleuca cajuputi), Gerunggang (Cratoxylum arborescens), - Water-logged area: Perupuk (Lophopetalum multinervium), Pulau (Alstonia pneumatophore) - Area with succession: Jambu-jambu (Syzygium sp.), Mahang (Macaranga pruinosa), Mendarahan (Horsefeldia crassifolia) - Area ex-selective logging: Bintan (Iciana splendens), Bintangur (Callophyllum hosei), Kajalaki (Aglaia rubiginosa) <p>Determination of river buffer zone width as per RSPO Best Management Practices and HCV 5.</p> <p>Provision of plant seedling: with broad leaves, deep rooting, low evapotranspiration, endemic wood species, etc.</p> <p>Evaluation: 375 living trees/Ha -> Very Good; 350-375 living trees/Ha -> Good; <300 living trees/Ha -> Very Bad.</p> <p>PT. Meridan Sejatisurya Plantation-Sei Pingai Estate prepared “Rencana Pengelolaan dan Pemantauan Sumber Air 2022” Water source monitoring and management plan 2022.</p> <table border="1" data-bbox="1137 1145 1971 1372"> <thead> <tr> <th>Management plan</th> <th>Location</th> <th>Monitoring plan</th> <th>Frequency</th> </tr> </thead> <tbody> <tr> <td>Established conservation area in river buffer zone</td> <td>Pingai river, Gasip river and Lalan river buffer zone</td> <td>River water quality test</td> <td>6-monthly</td> </tr> </tbody> </table>	Management plan	Location	Monitoring plan	Frequency	Established conservation area in river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly	
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Established conservation area in river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly								

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		Delineate river buffer zone 50 meters from right-left of the river	Pingai river, Gasip river and Lalan river buffer zone	Delineation marking check	Once a year
		Rehabilitation of river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	Monitoring rehabilitation plan	Once a year
		Prohibit POME application near to river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test and Land Application outlet	6-monthly for river water; Every month for outlet
		Prohibit chemical treatment near river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly
		Prohibit Efb application near river buffer zone	Pingai river, Gasip river and Lalan river buffer zone	River water quality test	6-monthly
		Monitoring river water extraction	Pingai river, Gasip river and Lalan river buffer zone	Daily recording on water intake	Daily basis

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		Monitoring processed water quality	Water Treatment Plant	Recording quality	Daily basis
		Monitoring POME pond	POME pond	Control safe-level POME	Daily basis
		Monitoring POME land application installation	Land application infrastructure	Control leaking, testing control well quality	Daily basis; 6-monthly
		Monitoring Palm Oil Mill's water use: domestic, process, housekeeping	Water Treatment Plant	Daily recording on water consumption	Daily basis
		<p>Based on field visits in Block I 10 Division VI, it shows that the company consistently monitors the level of soil erosion using the erosion stake method.</p> <p>Based on field visits in the replanting area (Block G16 - G18, Div III) which is land with moderate slopes, it shows that in that area contour terraces have been made and planting cover crop plants including hcv areas in the area is not land clearing.</p> <p>Based on interviews with community leaders in Simpang Beringin Village, they stated that the company did not limit access to clean water or pollute the water used by the community.</p> <p>Based on the verification of the results of the water quality test conducted by an accredited laboratory, it shows that the quality of clean</p>			

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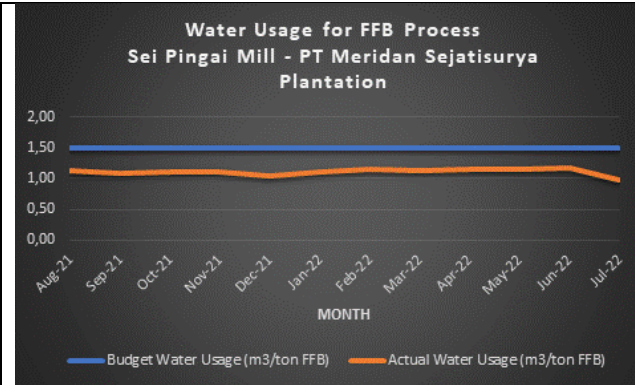
		<p>water and drinking water in the period 2021 and 2022 is still below the environmental quality standard permitted by the government.</p>	
	<p>7.8.1b Workers have adequate access to clean water.</p>	<p>Clean water is supplied to each employee housing (emplacement), both from the mill and from the ground water provided. Every worker has adequate access to clean water. Monitoring of clean water quality for domestic water is carried out every semester by the BinaLab Testing Laboratory (Accredited by KAN).</p> <p>Based on interviews with workers (male and female) they stated that they were given access to clean water that was sufficient for their daily needs, both for drinking water and for toilets.</p>	
<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including the maintenance and restoration of riparian zones and other buffer zones during or before replanting, in accordance with the "RSPO Manual on BMPs for the management and rehabilitation of riparian reserves" (April 2017) or Simplified Guide Management and Rehabilitation of Riparian Reserves (2018). - Critical (Major) compliance -</p>	<p>PT. Meridan Sejatisurya Plantation carried out river buffer zone rehabilitation, in December 2021 as reported "Laporan Rehabilitasi Sempadan Sungai Lalan 2021". The purpose: water quality protection, biodiversity conservation, stabilization river buffer and flood protection, carbon sequestration.</p> <p>Lalan river rehabilitation carried out 15 28 October 2021, block 05-22 of 10 Ha, with planting of 1,500 seedling. Seedling planted: Pulai (Alstonia scholaris) 550 trees, Trembesi (Samanea saman) 200 trees, Mahogany (Swietenia mahagoni) 200 trees, Matoa (Pometia pinnata) 40 trees, Ketapang (Terminalia catappa) 200 trees, Durian (Durio zibethinus) 10 trees, Gaharu (Aquilaria malaccensis) 200 trees, Petai (Parkia speciosa) 30 trees, Alpokat (Persea americana) 20 trees, Nangka (Artocarpus heterophyllus) 30 trees – total 1,500 trees.</p> <p>Based on field visits in Block I 10 Division VI, it shows that the company consistently monitors the level of soil erosion using the erosion stake method.</p> <p>Based on field visits in the replanting area (Block G16 - G18, Div III) which is land with moderate slopes, it shows that in that area contour</p>	<p>Complied</p>

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		<p>terraces have been made and planting cover crop plants including hcv areas in the area is not land clearing.</p> <p>Based on field visits to the Pingai river buffer, it was shown that there was no indication of chemical applications being carried out on the river buffer area.</p> <p>The company consistently monitors the water quality of the Pingai and Gasip rivers every 6 months, for example: Monitoring conducted on 26 April 2022, the results of which are stated in the document "Results of Water Quality Testing" No. : 044/A/BINA/V/2022 dated 6 June 2022 which consists of 39 test parameters based on Government Regulation of the Republic of Indonesia No. 22 year 2021.</p> <p>The company paid water tax, as per "Surat Setoran Pajak Daerah, May 2022 – Pajak Pengambilan dan Pemanfaatan Air Permukaan" paid Rp.1,135,300 paid in 23 June 2022.</p> <p>The company paid water tax, as per "Surat Setoran Pajak Daerah, February 2022 – Pajak Pengambilan dan Pemanfaatan Air Permukaan" paid Rp.1,136,500 paid in 29 March 2022.</p>	
7.8.3	<p>Mill effluent is managed according to applicable regulations. The quality of mill effluent discharged, especially BOD (Biochemical Oxygen Demand) is monitored in accordance with applicable regulations.</p> <p>- Minor compliance -</p>	<p>PT Meridan Sejatisurya Plantation has treated the POME into methane capture. The methane capture reduced the level of BOD significantly. The methane gas utilized for gas burner in boiler, reducing the use of palm kernel shell, which reduce particulate emission – in return. The POME ponds are still in use, for retention pond, prior pumping for POME land application to estate. The POME pond consisted of:</p> <ul style="list-style-type: none"> • Cooling pond capacity 24,187 M³; • Pond No.1 – 8 capacity @ 22,500 m³ total 180,000 M³ <p>Sei Pingai POM have permit for land application: "Keputusan Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Kabupaten Siak No.01/DPMPSTP-ILA/KPTS/2018 tentang Izin Pemanfaatan Air Limbah Industri Minyak Sawit pada Tanah di Perkebunan Kelapa Sawit</p>	Complied

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		<p>PT. Meridan Sejatisurya Plantation”, dated 11 January 2018 and valid for five (5) years.</p> <p>The permit regulates the quality of wastewater produced: BOD max.5000 ppm, the land application is 180.4 Ha. Control well located in block M18, L16 and will continue to add L17, M16 and M17 in land application area.</p> <p>BOD monitoring effluent tested each month by accredited laboratory (UPT Laboratorium Bahan Konstruksi – Dinas PUPR, Perumahan, Kawasan Permukiman dan Pertanahan, Provinsi Riau) according to standard threshold PerMenLH No. 29 tahun 2003.</p> <p>Based on the verification of the results of the wastewater quality test during the period January - June 2022, it shows that all wastewater quality parameters are in accordance with environmental quality standards based on the Regulation of the Minister of the Environment No. 29 year 2003.</p>	
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Sei Pingai POM as unit of certification performs monthly monitoring of mill water consumption per tonne FFB processed. The records are maintained within document of “Pemakaian Air di PKS Periode Agustus 2021 – Juli 2022”.</p>	Complied



Water usage in Sei Pingai POM, period August 2021 – July 2022

No.	Month	FFB processed (tons)	Total water use for process (m ³)	m ³ /ton FFB process
1	Aug-21	12.011	13.446	1,12
2	Sep-21	13.282	14.381	1,08
3	Oct-21	12.262	13.449	1,10
4	Nov-21	11.831	13.003	1,10
5	Dec-21	11.897	12.509	1,05
6	Jan-22	11.361	12.653	1,11
7	Feb-22	9.923	11.365	1,15
8	Mar-22	10.365	11.713	1,13
9	Apr-22	9.867	11.264	1,14
10	May-22	9.792	11.353	1,16
11	Jun-22	11.530	13.514	1,17
12	Jul-22	12.604	12.439	0,99
Total		136.725	151.089	1,11

Criteria 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised

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<p>7.9.1</p>	<p>Plans to increase the efficiency of fossil fuel use and to optimize renewable energy are available, monitored and documented. - Minor compliance -</p>	<p>The unit of certification has had flowchart of emission source on Palm Oil.</p> <p>PT. Meridan Sejatisurya Plantation - Sei Pingai POM has also treated the POME into methane capture. The methane capture have reduced the level of BOD significantly. The methane gas utilized for gas burner in boiler, reducing the use of palm kernel shell, which reduce particulate emission – in return. The use of methane gas for gas burner in boiler.</p> <p>The use of nutshell and fibre remains steady. Record on the use of renewable energy recorded under "Monitoring penggunaan Sumber Energi Terbarukan PKS PT. Meridan Sejatisurya Plantation year 2022", such as:</p> <table border="1" data-bbox="1131 750 1966 1141"> <thead> <tr> <th rowspan="2">No.</th> <th rowspan="2">Month</th> <th rowspan="2">FFB processed (tons)</th> <th colspan="2">Usages of KWH</th> <th colspan="2">Efficiency (KWH/Ton FFB)</th> </tr> <tr> <th>Turbine</th> <th>Genset</th> <th>Biomass</th> <th>Biosolar</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan-22</td> <td>11.361</td> <td>247.650</td> <td>41.637</td> <td>21,80</td> <td>3,66</td> </tr> <tr> <td>2</td> <td>Feb-22</td> <td>9.923</td> <td>218.100</td> <td>38.881</td> <td>21,98</td> <td>3,92</td> </tr> <tr> <td>3</td> <td>Mar-22</td> <td>10.365</td> <td>233.900</td> <td>45.238</td> <td>22,57</td> <td>4,36</td> </tr> <tr> <td>4</td> <td>Apr-22</td> <td>9.867</td> <td>222.700</td> <td>49.754</td> <td>22,57</td> <td>5,04</td> </tr> <tr> <td>5</td> <td>May-22</td> <td>9.792</td> <td>215.150</td> <td>44.699</td> <td>21,97</td> <td>4,56</td> </tr> <tr> <td>6</td> <td>Jun-22</td> <td>11.530</td> <td>258.250</td> <td>38.312</td> <td>22,40</td> <td>3,32</td> </tr> <tr> <td>7</td> <td>Jul-22</td> <td>12.604</td> <td>291.650</td> <td>38.454</td> <td>23,14</td> <td>3,05</td> </tr> <tr> <td>8</td> <td>Aug-22</td> <td>13.345</td> <td>290.850</td> <td>35.901</td> <td>21,79</td> <td>2,69</td> </tr> <tr> <td colspan="2">Total</td> <td>88.787</td> <td>1.978.250</td> <td>332.876</td> <td>22,28</td> <td>3,75</td> </tr> </tbody> </table>	No.	Month	FFB processed (tons)	Usages of KWH		Efficiency (KWH/Ton FFB)		Turbine	Genset	Biomass	Biosolar	1	Jan-22	11.361	247.650	41.637	21,80	3,66	2	Feb-22	9.923	218.100	38.881	21,98	3,92	3	Mar-22	10.365	233.900	45.238	22,57	4,36	4	Apr-22	9.867	222.700	49.754	22,57	5,04	5	May-22	9.792	215.150	44.699	21,97	4,56	6	Jun-22	11.530	258.250	38.312	22,40	3,32	7	Jul-22	12.604	291.650	38.454	23,14	3,05	8	Aug-22	13.345	290.850	35.901	21,79	2,69	Total		88.787	1.978.250	332.876	22,28	3,75	<p>Complied</p>
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<p>Criteria 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																																																																													

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7.10.1	<p>(C) GHG emissions for the unit of certification are identified and assessed. Plans to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator, and reported publicly.</p> <p>- Critical (Major) compliance -</p>	<p>The company has identified sources of greenhouse gases (GHG), namely:</p> <ol style="list-style-type: none"> 1. Methane from POME pounds 2. Fossil fuel 3. Emissions from vehicles and engines 4. Electric use 5. Chemical use <p>Sei Pingai Mill has Biogas Plant as commitment to reduce GHG emissions and optimizing renewable energy. Energy for Boiler burner sources from Biogas, shells and fiber (Biomass). Energy data produced by biomass during the period 2021 - 2022 are as follows:</p> <p>Year 2021</p> <table border="1"> <thead> <tr> <th rowspan="2">No.</th> <th rowspan="2">Month</th> <th rowspan="2">FFB processed</th> <th colspan="2">Usages of KWH</th> <th colspan="2">Efficiency</th> </tr> <tr> <th>Turbine</th> <th>Genset</th> <th>Biomass</th> <th>Biosolar</th> </tr> </thead> <tbody> <tr><td>1</td><td>Jan-21</td><td>11.636</td><td>286.000</td><td>40.038</td><td>24,58</td><td>3,44</td></tr> <tr><td>2</td><td>Feb-21</td><td>11.365</td><td>262.400</td><td>34.899</td><td>23,09</td><td>3,07</td></tr> <tr><td>3</td><td>Mar-21</td><td>12.049</td><td>274.700</td><td>38.754</td><td>22,80</td><td>3,22</td></tr> <tr><td>4</td><td>Apr-21</td><td>11.450</td><td>264.750</td><td>43.224</td><td>23,12</td><td>3,78</td></tr> <tr><td>5</td><td>May-21</td><td>10.249</td><td>241.550</td><td>48.025</td><td>23,57</td><td>4,69</td></tr> <tr><td>6</td><td>Jun-21</td><td>11.225</td><td>257.000</td><td>38.903</td><td>22,90</td><td>3,47</td></tr> <tr><td>7</td><td>Jul-21</td><td>12.120</td><td>272.150</td><td>39.863</td><td>22,45</td><td>3,29</td></tr> <tr><td>8</td><td>Aug-21</td><td>12.011</td><td>265.200</td><td>42.092</td><td>22,08</td><td>3,50</td></tr> <tr><td>9</td><td>Sep-21</td><td>13.282</td><td>298.200</td><td>34.504</td><td>22,45</td><td>2,60</td></tr> <tr><td>10</td><td>Oct-21</td><td>12.262</td><td>272.100</td><td>34.262</td><td>22,19</td><td>2,79</td></tr> <tr><td>11</td><td>Nov-21</td><td>11.831</td><td>258.450</td><td>33.056</td><td>21,85</td><td>2,79</td></tr> <tr><td>12</td><td>Dec-21</td><td>11.897</td><td>265.550</td><td>33.461</td><td>22,32</td><td>2,81</td></tr> <tr> <td colspan="2">Total</td> <td>141.377</td> <td>3.218.050</td> <td>461.081</td> <td>22,76</td> <td>3,26</td> </tr> </tbody> </table>	No.	Month	FFB processed	Usages of KWH		Efficiency		Turbine	Genset	Biomass	Biosolar	1	Jan-21	11.636	286.000	40.038	24,58	3,44	2	Feb-21	11.365	262.400	34.899	23,09	3,07	3	Mar-21	12.049	274.700	38.754	22,80	3,22	4	Apr-21	11.450	264.750	43.224	23,12	3,78	5	May-21	10.249	241.550	48.025	23,57	4,69	6	Jun-21	11.225	257.000	38.903	22,90	3,47	7	Jul-21	12.120	272.150	39.863	22,45	3,29	8	Aug-21	12.011	265.200	42.092	22,08	3,50	9	Sep-21	13.282	298.200	34.504	22,45	2,60	10	Oct-21	12.262	272.100	34.262	22,19	2,79	11	Nov-21	11.831	258.450	33.056	21,85	2,79	12	Dec-21	11.897	265.550	33.461	22,32	2,81	Total		141.377	3.218.050	461.081	22,76	3,26	Complied
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1	Jan-21	11.636	286.000	40.038	24,58	3,44																																																																																																			
2	Feb-21	11.365	262.400	34.899	23,09	3,07																																																																																																			
3	Mar-21	12.049	274.700	38.754	22,80	3,22																																																																																																			
4	Apr-21	11.450	264.750	43.224	23,12	3,78																																																																																																			
5	May-21	10.249	241.550	48.025	23,57	4,69																																																																																																			
6	Jun-21	11.225	257.000	38.903	22,90	3,47																																																																																																			
7	Jul-21	12.120	272.150	39.863	22,45	3,29																																																																																																			
8	Aug-21	12.011	265.200	42.092	22,08	3,50																																																																																																			
9	Sep-21	13.282	298.200	34.504	22,45	2,60																																																																																																			
10	Oct-21	12.262	272.100	34.262	22,19	2,79																																																																																																			
11	Nov-21	11.831	258.450	33.056	21,85	2,79																																																																																																			
12	Dec-21	11.897	265.550	33.461	22,32	2,81																																																																																																			
Total		141.377	3.218.050	461.081	22,76	3,26																																																																																																			

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Year 2022

No.	Month	FFB processed (tons)	Usages of KWH		Efficiency (KWH/Ton FFB)	
			Turbine	Genset	Biomass	Biosolar
1	Jan-22	11.361	247.650	41.637	21,80	3,66
2	Feb-22	9.923	218.100	38.881	21,98	3,92
3	Mar-22	10.365	233.900	45.238	22,57	4,36
4	Apr-22	9.867	222.700	49.754	22,57	5,04
5	May-22	9.792	215.150	44.699	21,97	4,56
6	Jun-22	11.530	258.250	38.312	22,40	3,32
7	Jul-22	12.604	291.650	38.454	23,14	3,05
8	Aug-22	13.345	290.850	35.901	21,79	2,69
Total		88.787	1.978.250	332.876	22,28	3,75

GHG Emission has been calculated using Palm GHG Calculator and has been reported to <https://ghg.rspo.org/>. Verification to data input for GHG calculation has been done by auditor and found met with the actual data from mill and estate. According to GHG Calculation summary, below is a detailed calculation of GHG emissions for the period 2021:

Total Mill emission: 5,237.56 tCO₂

Total Field emission from own Estate: 29,006.53 tCO₂e or 3.07 tCO₂e/ha or 0.21 tCO₂e/tFFB.

Total Field emission from Group: 0 tCO₂e or 0 tCO₂e/ha or 0 tCO₂e/tFFB

Total Field emission from 3rd Party: 0 tCO₂e

Total Field emission: 422,398.06 tCO₂e

Total Emissions: 29,006.53 tCO₂e or 3.07 tCO₂e/ha or 0.21 tCO₂e/tFFB

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		There is a significant change in the results of the GHG calculation, namely Field emissions from own Estate due to replanting activities in 2021 and emissions from groups and third parties because starting in 2020 (November) Sei Pingai PKS does not process FFB from other parties, including one group company or third parties.	
7.10.2	<p>(C) Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018.	Complied
7.10.3	<p>(C) Other significant pollutant identification results are available and plans to reduce or minimize them are implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>According to the Flowchart Emission Source in Plantation, PT Meridan Sejatisurya Plantation did not found another significant pollutant instead of estate and mill operations.</p> <p>Sei Pingai Mill has Biogas Plant as commitment to reduce GHG emissions and optimizing renewable energy. Energy for Boiler burner sources from Biogas.</p>	Complied
Criteria 7.11: Fire is not used for preparing land and is prevented in the managed area.			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning.</p> <p>- Critical (Major) compliance -</p>	<p>Based on document verification and field visits, it was shown that there were no new oil palm plantings within the scope of certification, however there were replanting activities (eg in Blocks G16 - G18, Division III). Based on field visits in the replanted block, no indications of burning practices were found in land preparation.</p> <p>The company has developed a land preparation procedure for replanting activities using the no-burn method as described in the Rejuvenation SOP (Document No.: MN.FR.COP.OPA.PRM, Revision 01, dated July 1, 2012).</p>	Complied

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7.11.2	<p>The unit of certification establishes fire prevention and control measures for lands that are directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>Based on document verification and field visits, it was shown that there were no new oil palm plantings within the scope of certification, however there were replanting activities (eg in Blocks G16 - G18, Division III). Based on field visits in the replanted block, no indications of burning practices were found in land preparation.</p> <p>The company has developed a land preparation procedure for replanting activities using the no-burn method as described in the Rejuvenation SOP (Document No.: MN.FR.COP.OPA.PRM, Revision 01, dated July 1, 2012).</p>	Complied
7.11.3	<p>The unit of certification engages stakeholders in adjacent locations for fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Based on document verification and field visits, it was shown that there were no new oil palm plantings within the scope of certification, however there were replanting activities (eg in Blocks G16 - G18, Division III). Based on field visits in the replanted block, no indications of burning practices were found in land preparation.</p> <p>The company has developed a land preparation procedure for replanting activities using the no-burn method as described in the Rejuvenation SOP (Document No.: MN.FR.COP.OPA.PRM, Revision 01, dated July 1, 2012).</p>	Complied

Criteria 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.

PROCEDURAL NOTE for 7.12:

The RSPO Principles and Criteria 2018 include new requirements to ensure the effective contribution of the RSPO in stopping deforestation. This will be achieved by incorporating the High Carbon Stock Approach (HCSA) Approach Guide into the revised standard.

The RSPO ToC also encourages RSPO to commit to balancing between sustainable livelihoods and reducing poverty with the need to conserve, protect and improve the quality of ecosystems.

High Forest Cover Countries (HFCC) are in dire need of economic opportunities that can help people choose their own path in carrying out development, while at the same time providing social and economic benefits and safeguards.

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<p>Procedures will be developed that are adapted to support the development of sustainable palm oil by indigenous peoples and local communities who have legal or customary rights. The procedure will apply in certain HFCC countries and in the High Forest Cover Landscape (HFCL) within it.</p> <p>The development of this procedure will be guided by the No Deforestation Joint Steering Group (NDJSG) between the RSPO and HCSA members. In HFCC countries, RSPO will work with governments, communities and other stakeholders to develop this procedure through participatory processes at national and regional levels. The duration of this activity is specified in the Terms of Reference for NDJSG and is publicly available.</p>			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCV or HCS forests.</p> <p>Historical analysis of Land Use Change Analysis (LUCA) is carried out before any new land clearing, in accordance with the RSPO LUCA Guidance document (see indicator 7.12.2).</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005. Particular information for planting year 2005, PT. Meridan Sejatisurya Plantation manages to demonstrate that the planting of 371.09 Ha was prepared (land clearing, mechanical stacking, planting oil palm and planting legume cover crop) was carried out prior to November 2005.</p> <p>The Company has submitted the "Reporting Template for Disclosure of areas cleared without prior HCV Assessment since November 2005" to the RSPO secretariat on 31 July 2014 with 0 liability.</p>	Complied
7.12.2	<p>(C) HCV and HCS forests, and other conservation areas are identified as follows:</p> <p>- Critical (Major) compliance -</p> <p>7.12.2a) For existing plantations, with an HCV assessments conducted by RSPO- approved assessors and have no new land clearing after 15 November 2018, the existing HCV assessments remains valid.</p>	<p>PT Meridan Sejatisurya Plantation is an existing plantation since 1994.</p> <p>PT. Meridan Sejatisurya Plantation has conducted HCV assessment on 2007, referred to Rainforest Alliance and Proforest, 2003. The result of HCV identification prepared internally by company by Dasrin nasution, SP.; Lembah Wahyu Prihanto, S.Hut. and Marwan Syarif, SH. Based on this document, the area of PT. Meridan Sejatisurya Plantation does not have continuous connection with forest ecosystem and fully developed as oil palm plantation.</p> <p>The field exercise carried out on 23-27 July 2007, with the participation from surrounding communities (Maredan village and Rimba Cempedak sub-village).</p>	Complied

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		<p>The HCV area identified in form of river buffer zone (potency HCV) and worker cemetery, in detail:</p> <table border="1"> <thead> <tr> <th>HCV</th> <th>Area</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td rowspan="2">1</td> <td>Riparian Lalan River*</td> <td>38.57</td> </tr> <tr> <td>Riparian Pingai River*</td> <td>62.38</td> </tr> <tr> <td colspan="2">HCV 1</td> <td>100.95</td> </tr> <tr> <td rowspan="4">4</td> <td>Riparian Lalan River*</td> <td>38.57**</td> </tr> <tr> <td>Riparian Pingai River*</td> <td>62.38**</td> </tr> <tr> <td>Riparian Gasip River*</td> <td>39.15</td> </tr> <tr> <td>Riparian Anak Gasip River*</td> <td>27.03</td> </tr> <tr> <td colspan="2">HCV 4</td> <td>167.13</td> </tr> <tr> <td>6</td> <td>Cemetery</td> <td>0.37</td> </tr> <tr> <td colspan="2">HCV 6</td> <td>0.37</td> </tr> <tr> <td colspan="2">Total</td> <td>167.50</td> </tr> </tbody> </table> <p>*) Potential HCV; **) Has more than 1 conservation value;</p> <p>As explained in the report, the HCV 6 sets aside is 0.37 Ha (cemetery). The rest of the HCV 1 and 4 are potential HCV, as it was located under planted area, therefore not allocated as separate HCV area. Based on field assessment visits in the HCV area (the Sungai Pingai buffer) which borders the replanting area, it shows that land clearing in</p>	HCV	Area	Hectare	1	Riparian Lalan River*	38.57	Riparian Pingai River*	62.38	HCV 1		100.95	4	Riparian Lalan River*	38.57**	Riparian Pingai River*	62.38**	Riparian Gasip River*	39.15	Riparian Anak Gasip River*	27.03	HCV 4		167.13	6	Cemetery	0.37	HCV 6		0.37	Total		167.50	
HCV	Area	Hectare																																	
1	Riparian Lalan River*	38.57																																	
	Riparian Pingai River*	62.38																																	
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HCV 4		167.13																																	
6	Cemetery	0.37																																	
HCV 6		0.37																																	
Total		167.50																																	

		<p>the HCV area was not carried out to prepare for replanting and was maintained as an HCV area.</p> <p>Based on field visits to the HCV area (river buffer) in the planting area, it shows that there is no indication of chemical application (fertilizers and pesticides) in that area.</p>	
	<p>7.12.2 b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the latest HCSA Toolkit and HCV-HCSA Assessment Manual that is applicable at the time of the assessment. This includes stakeholder consultation and take into account wider landscape- level consideration.</p>	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005</p>	
7.12.3	<p>(C) In High Forest Cover Landscapes (HFCLs) within HFCCs, a specific procedure will apply for legacy cases and development by indigenous peoples and local communities with legal or customary rights, taking into consideration regional and national multi-stakeholder processes. Until this procedure is developed and endorsed, 7.12.2 applies.</p> <p>- Critical (Major) compliance -</p>	<p>Not applicable in Indonesia</p>	<p>Not Applicable</p>
<p>PROCEDURAL NOTE for 7.12.3: Indicator 7.12.3. is not relevant to Indonesia, until further decisions by the RSPO.</p>			
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An Integrated management plans to protect and/or enhance HCV and HCS forests, peatland and other conservation areas are developed, implemented and adapted if necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan was developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p>	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005.</p> <p>No peatland within certified area.</p>	<p>Not Applicable</p>

	- Critical (Major) compliance -		
7.12.5	<p>Where rights of local communities have been identified in HCV areas and HCS forest after 15 November 2018, peatland and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	PT. Meridan Sejatisurya Plantation carried out socialization of "SOP Rehabilitasi dan Pengelolaan HCV di PT. Meridan Sejatisurya Plantation", attended by 124 workers on 25 August 2022.	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Based on the assessment report, in PT Meridan Sejatisurya Plantation, flora fauna that were identified are For plants; seven (7) types of bush and <i>palmae</i> plants: <i>Imperata cylindrica</i>, <i>Trema orientalis</i>, <i>Gigantpchloa apus</i>, <i>Melastoma malabathricum</i>;</p> <p>One (1) type of fern plants: <i>Nephrolepis biserta</i>;</p> <p>One (1) type of timber: <i>Acacia mangium</i>; and</p> <p>One (1) type of cash crop: <i>Elais guineensis</i>. From the list, no type of plants categorized under protected species by government and/or falls under Critical Endangered (CR) species in IUCN Redlist and CITES's Appendix I.a</p> <p>For animal identification; identified seven (7) birds <i>Centropus sinensis</i>, <i>Copsychus malabaricus</i>, <i>Alcedo meninting</i>, <i>Streptopelia chinensis</i>;</p> <p>Identified five (5) mammals <i>Sundasciurus tenuis</i>, <i>Muntiacus muntjak</i>, <i>Macaca fascicularis</i> and others;</p> <p>Identified three (3) types of reptile: <i>Gekko gekko</i>, <i>Maticira bivirgata</i> and others. Identified two species of animal protected <i>Alcedo meninting</i> and <i>Muntiacus muntjak</i> as falls under Critical endangered (CR) under IUCN Redlist and CITES's Appendix I.</p> <p>Based on 2022's annual plant and animal monitoring:</p>	Complied

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		<p>Identified eighteen (18) types of plant: angrung (<i>Trema orientalis</i>), Bua hara (<i>Ficus grossulairoides</i>), Belok malok (<i>Homalanthus populneus</i>), Tutup beling (<i>Mallotus paniculatus</i>), Pulai (<i>Alstonia scholaris</i>) etc.</p> <p>From the list, no type of plants categorized under protected species by government and/or falls under Critical Endangered (CR) species in IUCN Redlist and CITES's Appendix I.</p> <p>Fauna; identified three (3) mammal i.e. Babi Hutan (<i>Sus scrofa</i>), Musang (<i>Paradoxurus hermaproditus</i>), Tupai (<i>Tupai sp</i>);</p> <p>Identified nine (9) types of birds Ayam Hutan (<i>Gallus gallus</i>), Burung Bubut (<i>Centropus sinensis</i>), Kucica kampung (<i>Copsychus saularis</i>), Raja udang (<i>Alcedo meninting</i>), Tekukur (<i>Streptopelia chinensis</i>);</p> <p>Identified one (1) types of reptiles Biawak (<i>Varanus salvator</i>).</p> <p>As per list, identified four (3) types protected animal as per "Peraturan Pemerintah No. 7 tahun 1999" i.e. Ayam hutan (<i>Gallus gallus</i>), Raja udang (<i>Alcedo meninting</i>), Biawak (<i>Varanus salvator</i>). However, from the identified list, there was no type of animal categorized under Critical Endangered (CR) species in IUCN Redlist and CITES's Appendix I.</p>	
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005</p>	Not Applicable
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV- HCSA assessment since 15 November 2018, the Remediation and Compensation Procedures (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting within certified area of PT Meridan Sejatisurya Plantation after November 2005 and /or November 2018.</p> <p>The oil palm plantation developed between 1994 – 2005</p>	Not Applicable

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **Sei Pingai POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in **2021** for **Sei Pingai POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.57
PKO	0.57

Extraction	%
OER	21.45
KER	5.53

Production	t/yr
FFB Process	
CPO Produced	
PKO Produced	

Land Use	Ha
OP Planted Area	9,458.41
OP Planted on peat	0
Conservation (forested)	53.95
Conservation (non-forested)	0
Total	9,512.36

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e /	tCO ₂ e	tCO ₂ e /	tCO ₂ e	tCO ₂ e /	tCO ₂ e	tCO ₂ e /
		/		FFB		FFB		FFB
Emission								
Land Conversion	87,696.17	0.62	0.00	0.00	0.00	0.00	87,696.17	
CO ₂ Emission from fertilizer	5275.48	0.04	0.00	0.00	0.00	0.00	5,275.48	
NO ₂ Emission	5,665.10	0.04	0.00	0.00	0.00	0.00	5,665.10	
Fuel Consumption	1,339.92	0.01	0.00	0.00	0.00	0.00	1,339.92	
Peat Oxidation	0	0.00	0.00	0.00	0.00	0.00	0.00	
Sink								
Crop Sequestration	-70,475.41	-0.50	0.00	0.00	0.00	0.00	-70,475.41	
Conservation Sequestration	-494.72	0.00	0.00	0.00	0.00	0.00	-494.72	
Total	29,006.53	0.21	0.00	0.00	0.00	0.00	29,006.53	

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	5237.56	0.04
Fuel Consumption	453.72	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	-13087.67	-0.09
Sales of EFB	0.00	0.00
Total	-7396.39	-0.05

Summary of Kernel Crusher Emission and Credit (if applicable)

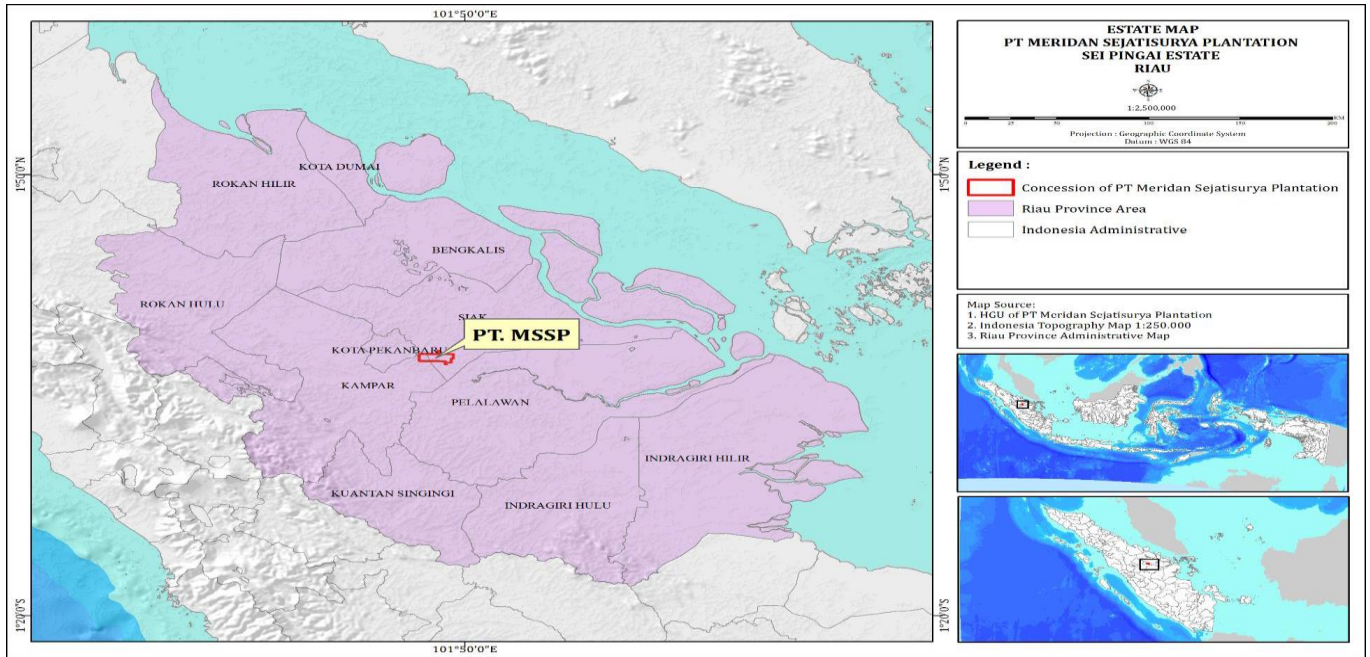
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

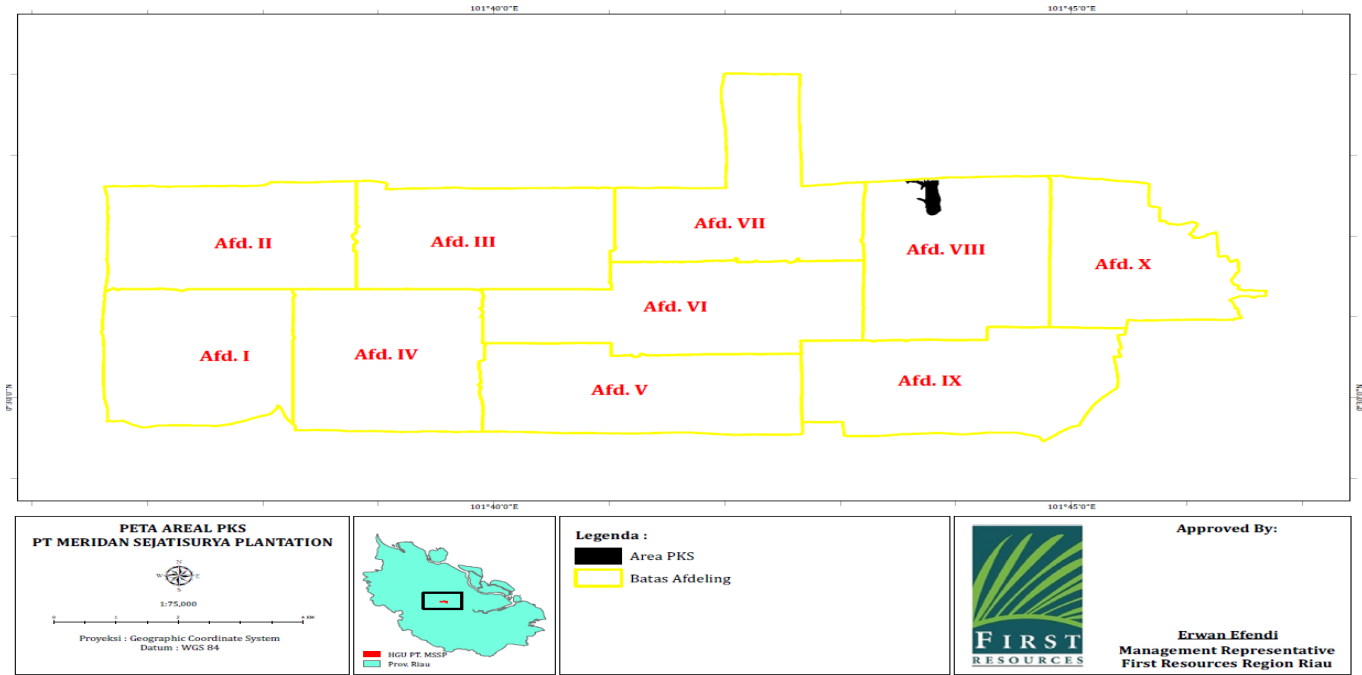
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	
Divert to anaerobic diversion (%)	

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	
Divert to methane captured (flaring) (%)	
Divert to methane captured (energy generation) (%)	

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
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
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
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
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