

Draft V – Indonesia National Interpretation of the Revised RSPO P&C
 5th INA-NITF Meeting Result (16 January 2014)

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
Principle 1: Commitment to transparency					
1.1	Growers and millers provide adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.	1.1.2. Records of information requests are available. 1.1.3. Records of responses to the information requested are available. 1.1.4. Records of information and response are maintained for a period of time determined by the company, taking into account their relative importance	1.1.1. List of information related to Criteria 1.2 accessible to relevant stakeholders, is available.	<p>Specific Guidance</p> <p>For 1.1.1:</p> <p>Evidence should be provided by growers and millers that information is received in appropriate form(s) and language(s) by relevant stakeholders. Information will include information on the RSPO mechanisms for stakeholder involvement, including information on their rights and responsibilities.</p> <p>Guidance</p> <p>Growers and millers should have a Standard Operating Procedure (SOP) to respond constructively to stakeholders, including a specific timeframe to respond to request for information.</p>	1. INA NITF will define “ relevant stakeholder/ after having explanation from P&C Review Taskforce

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				<p>Growers and millers should respond constructively and promptly to the information requests from stakeholders.</p> <p>Growers and millers should ensure adequate objective evidence to demonstrate that responses are adequately given on time.</p> <p>See Criterion 1.2 for requirements relating to publicly available documentation.</p> <p>See Criterion 6.2 on consultation.</p> <p>See Criterion 4.1 on SOPs.</p> <p>Definition of stakeholder is based on Decree of Bapedal Head No 8 of 2000. According to this regulation, stakeholder are parties who affected by every decision in EIA process based on the following reason:</p> <p>distance of living area to business plan and or activities, economic influence factor, socio-cultural</p>	

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				<p>influence factor, interest to environment, and or values of influence factor or trusted norm. Stakeholders in EIA process can be divided into affected stakeholders and observer stakeholders.</p> <p>Affected stakeholders : stakeholders who will experience the impact from business plan and or activities, comprise with stakeholders who will receive advantage from the program and stakeholder who will receive loss.</p> <p>Concerned stakeholders: Stakeholders who will not experience the impact from business plan and or activities but give interest to it, together with its environmental impact.</p>	
1.2	Management documents are publicly available,	1.2.1 Publicly available documents shall include,		This concerns management documents relating to	

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	except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes. terhadap lingkungan atau sosial.	<p>but are not necessarily limited to:</p> <ul style="list-style-type: none"> • Land titles/user rights (Criterion 2.2); • Occupational health and safety plans (Criterion 4.7); • Plans and impact assessments relating to environmental and social impacts (Criteria 5.1, 6.1, 7.1 and 7.8); • HCV documentation (Criteria 5.2 and 7.3); • Pollution prevention and reduction plans (Criterion 5.6); • Details of complaints and grievances (Criterion 6.3); • Negotiation procedures (Criterion 6.4); • Continual 		<p>environmental, social and legal issues that are relevant to compliance with RSPO Criteria. Management documents will include monitoring reports. The auditors will comment on the adequacy of each of the documents listed in the public summary of the assessment report.</p> <p>Examples of commercially confidential information include financial data such as costs and income, and details relating to customers and/or suppliers. Data that affects personal privacy should also be confidential. One of legal requirements related to personal privacy is Act No. 14 of 2008 regarding Public Disclosure, clause 17 (h): On going dispute (in or outside law mechanism) can be considered as confidential information if disclosure of</p>	

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		<p>improvement plans (Criterion 8.1);</p> <ul style="list-style-type: none"> Public summary of certification assessment report; Human Rights Policy (Criterion 6.13). 		<p>information potentially cause negative impact to all related parties. However, affected stakeholders and parties who are working for resolutions should have access to relevant information.</p> <p>Examples of information which potentially give negative impact to social and environment are: information regarding location of rare species, which can increase hunting or capture those species to be traded; or location of holy sacret places that need to be classified and protected by local people.</p> <p>Grower and miller should ensure adequate objective evidence to indicate that the level for measurement and monitoring for management plan and information are appropriate and available.</p>	

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1.3.	Growers and millers commit to ethical conduct in all business operations and transactions.		<p>1.3.1. Written policy committing to a code of ethical conduct and integrity in all operations and transactions shall be available.</p> <p>1.3.2. Socialization process of related policies to all levels of the workforce and operations shall be documented and available.</p>	<p>All levels of the operations will include contracted third parties (e.g those involved in security). The policy should include as a minimum:</p> <ul style="list-style-type: none"> • A respect for fair conduct of business; • A prohibition of all forms of corruption, bribery and fraudulent use of funds and resources; • A proper disclosure of information in accordance with applicable regulations and accepted industry practices. <p>The policy should be set within the framework of the UN Convention Against Corruption, in particular Article 12.</p> <p>Regulations relate to eradication of corruption, such as:</p> <p>a. Act No. 7 of 2006 regarding</p>	

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				Ratification of United Nations Convention Against Corruption b. Act No.8 of 2010 regarding Prevention and Eradication of Money Laundry. c. Act No. 13 of 1999 regarding Eradication of Corruption. d. President Instruction No.1 of 2013 regarding Action for Corruption Prevention and Eradication	

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Principle 2: Compliance with applicable laws and regulations					
2.1	There is compliance with all applicable local, national and ratified international laws and regulations.	<p>2.1.1. Evidence of compliance with relevant legal requirements shall be available.</p> <p>2.1.4. A system for tracking any changes in the law and regulations shall be available and implemented.</p>	<p>2.1.2 A documented system, which includes written information on legal requirements, shall be maintained.</p> <p>2.1.3. A mechanism for ensuring compliance of law and regulations shall be implemented.</p>	<p>Specific Guidance</p> <p>For 2.1.4:</p> <p>The systems used for tracking any changes in laws and regulations should be appropriate to the scale of the organization.</p> <p>Guidance:</p> <p>Implementing all legal requirements is an essential baseline requirement for all growers whatever their location or size. Relevant legislation includes, but is not limited to:</p> <ul style="list-style-type: none"> a. regulations governing land tenure and land-use rights b. labour c. agricultural practices (e.g. chemical use), environment (e.g. wildlife laws, pollution, environmental management and forestry laws) d. storage 	

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				<p>e. transportation and processing practices</p> <p>It also includes laws made pursuant to a country's obligations under international laws or conventions (e.g. the Convention on Biological Diversity (CBD), ILO core Conventions, UN Guiding Principles on Business and Human Rights). Furthermore, where countries have provisions to respect customary law, these will be taken into account. Contention and major International Law can be seen on Annex 1. Contradictions and inconsistencies should be identified and solutions suggested.</p>	
2.2	The right to use the land is demonstrated, and is not legitimately contested by local people who can	2.2.1. Documents showing legal ownership or effort to legalize the ownership accordance	2.2.2. Legal boundaries shall be clearly demarcated and maintained. 2.2.3. Where there are or	<p>Specific Guidance:</p> <p>For 2.2.2:</p> <p>Plantation operations should cease on land planted beyond the legally</p>	

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	demonstrate that they have legal, customary or user rights.	<p>with applicable law and regulations shall be available.</p> <p>2.2.4. There shall be an absence of significant land conflict, unless requirements for acceptable conflict resolution processes (see Criteria 6.3 and 6.4) are implemented and accepted by the parties involved.</p> <p>2.2.6. To avoid escalation of conflict, there shall be no evidence that palm oil operations have instigated violence in maintaining peace and order in their current and planned operations.</p>	<p>have been disputes, evidence of resolution or its progress using acceptable conflict resolution by parties, shall be available.</p> <p>2.2.5. For any conflict or dispute over the land, evidences of agreement to mapped out or assessment to the disputed areas, shall be available.</p>	<p>determined area and there should be specific plans in place to address such issues for associated smallholders.</p> <p>For 2.2.6: Company policy should prohibit extra-judicial interference and intimidation by contracted security forces (see Criterion 6.13).</p> <p>Guidance Where there is a conflict on the condition of land use as per land title, growers should show evidence that necessary action has been taken to resolve the conflict with relevant parties. A mechanism should be in place to resolve any conflict (Criteria 6.3 and 6.4). Where operations overlap with other rights holders, companies should resolve the issue with the</p>	

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				appropriate authorities, consistent with Criteria 6.3 and 6.4.	
2.3	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.	<p>2.3.1. Maps of an appropriate scale showing the extent of recognised legal, customary or user rights (Criteria 2.2, 7.5 and 7.6) shall be developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities)</p> <p>2.3.4. Evidence shall be available to show that communities are represented through institutions or representatives of their own choosing,</p>	<p>2.3.2. Copies of negotiated agreements detailing the process of free, prior and informed consent (FPIC) (Criteria 2.2, 7.5 and 7.6) shall be available and include:</p> <ul style="list-style-type: none"> a. Minutes of socialization b. Waiver statement evidence. c. Compensation evidence <p>2.3.3. All relevant information shall be available in appropriate forms and languages, including</p>	<p>Specific Guidance:</p> <p>For 2.3.4:</p> <p>Available evidence should be letter of appointment from community, individual or the companies, to institution who represent the parties during negotiation process</p> <p>Guidance:</p> <p>Socialization material include:</p> <ul style="list-style-type: none"> a. Estate establishment plan b. Implication of legal, economy, environment and social from operational permit in community's area including the implication of legal status of community area; and the time limit of right, concessions or the tenancy owned by the company <p>For the grower acquired the area</p>	

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		including legal counsel	assessments of impacts, proposed benefit sharing, and legal arrangements.	<p>prior to the endorsement of P&C RSPD, all indicators (2.3.1-2.3.4) are not applicable, however it shall refer to the regulations in force at the time of acquisition (particularly related to indicator 2.3.1 and 2.3.2)</p> <p>Where there are legal or customary rights over land, the grower should demonstrate that these rights are understood and are not being threatened or reduced. This Criterion should be considered in conjunction with Criteria 6.4, 7.5 and 7.6. Where customary rights areas are unclear these should be established through participatory mapping exercises involving affected parties (including neighbouring communities and local authorities). This Criterion allows for sales and negotiated agreements to compensate other users for lost</p>	

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				<p>benefits and/or relinquished rights. Negotiated agreements should be non-coercive and entered into voluntarily, carried out prior to new investments or operations, and based on an open sharing of all relevant information. The representation communities should be transparent and in open communication with other community members. Adequate time should be given for customary decision making and iterative negotiations allowed for, where requested. Negotiated agreements should be binding on all parties and enforceable in the courts. Establishing certainty in land negotiations is of long-term benefit for all parties</p> <p>Growers and millers should refer to the RSPO approved FPIC guidance (<i>'FPIC and the RSPO: A Guide for Companies'</i>, October</p>	

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				2008)	
Principle 3: Commitment to long-term economic and financial viability					
3.1	There is an implemented management plan that aims to achieve long-term economic and financial viability.	3.1.1. A documented work plan of the company for a minimum of 3 year period, including (if any) smallholder development program, shall be available.	3.1.2. An annual replanting programme projected for a minimum of five years (but longer where necessary to reflect the management of fragile soils, see Criterion 4.3), with yearly review, shall be available.	<p>Specific Guidance:</p> <p>For 3.1.1:</p> <p>The business or management plan should contain:</p> <ul style="list-style-type: none"> • Attention to quality of planting materials; • Crop projection = Fresh Fruit Bunches (FFB) yield trends; • Mill extraction rates = Oil Extraction Rate (OER) trends; • Cost of Production = cost per tonne of Crude Palm Oil (CPO) trends; • Forecast prices; • Financial indicators. <p>Suggested calculation: trends in 3-year running mean over the last decade (FFB trends may need to allow for low yield during major replanting programmes).</p>	

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				<p>Guidance:</p> <p>Whilst it is recognised that long-term profitability is also affected by factors outside their direct control, top management should be able to demonstrate attention to economic and financial viability through long-term management planning. There should be longer term planning for plantations on peat, particularly in regards to subsidence and flooding issues (see Indicator 4.3.5).</p> <p>Consideration of schemed smallholder should be inherent in all management planning where applicable (see also Criteria 6.10 and 6.11). For scheme smallholders the content will vary from that suggested (refer to <i>RSPO Guidance On Scheme Smallholders, July 2009</i>).</p>	

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				<p>Growers should have a system to improve practices in line with new information and techniques. For smallholder schemes, the scheme management should be expected to provide their members with information on significant improvements.</p> <p>This Criterion is not applicable to independent smallholders (refer to <i>RSPO Guidance for Independent Smallholders under Group Certification, June 2010</i>).</p>	
Principle 4: Use of appropriate best practices by growers and millers					
4.1	Operating procedures are appropriately documented, consistently implemented and monitored.	<p>4.1.1. Standard Operating Procedures (SOPs) for estates (land clearing to harvesting) and SOP for mills (reception of FFB to dispatch of CPO and PKO) shall available.</p> <p>4.1.3. Records of operational</p>	<p>4.1.2. Checking or monitoring of operations is conducted at least once a year.</p> <p>4.1.4. Records of the origins of all third-party FFB sourced (collector, deliver, Cooperative, Farmers Association and outgrower) shall be</p>	<p>Specific Guidance</p> <p>For 4.1.1 and 4.1.4:</p> <p>SOP and documentation for mills should include relevant supply chain requirements (see <i>RSPO Supply Chain Certification Standard, Nov 2011</i>).</p> <p>Guidance:</p>	

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		results shall be available.	available.	Mechanisms to check implementations could include documentation management systems and internal control procedures. Those procedures shall refer to Indonesia Best Management Practice	
4.2	Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.	<p>4.2.1. A documented SOP shall be available to maintain soil fertility</p> <p>4.2.3. Records of activities to maintain and increase soil fertility (e.g. the use of fertilizer, legume cover crops, empty fruit bunches, and land applications of POME), shall be available, based on the results of analysis (2).</p>	4.2.2. Records of regular soil, leaf, and visual analysis shall be available.	<p>Long-term fertility depends on maintaining the structure, organic matter content, nutrient status and microbiological health of the soil. Managers should ensure that best agricultural practice is followed. Nutrient efficiency must take account of the age of plantations and soil conditions</p> <p>The nutrient recycling strategy should include any use of biomass for by-products or energy production.</p>	

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				<p>One of the guidances referred is the Technical Guidance for Oil Palm Development (Ditjenbun 2006)</p> <p>In Generic Indicator, 4.2.2 is incorporated into indicator 4.2.4. Hence renumbering is required in National Interpretation (4.2.1 – 4.2.3)</p>	
4.3	Practices minimise and control erosion and degradation of soils.	<p>4.3.1. Maps of fragile soils shall be available.</p> <p>4.3.4. Water table and ground cover management programme to minimize subsidence of peat soils shall be available.</p>	<p>4.3.2. A management strategy shall be in place for plantings on slopes above a certain limit (this needs to be soil and climate specific).</p> <p>4.3.3. A road maintenance programme shall be in place.</p> <p>4.3.5. Drainability assessments shall be required prior to replanting on peat to determine the long-term viability of the necessary</p>	<p>Specific Guidance</p> <p>For 4.3.2.:</p> <p>One of the references is on table 1 page 6, Technical Guidance for Oil Palm Development (Ditjenbun 2006)</p> <p>For 4.3.4:</p> <p>For existing plantings on peat, the water table should be maintained at an average of 60cm below ground surface measured with groundwater piezometer readings, or an average between 50 - 75cm</p>	

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			<p>drainage for oil palm growing.</p> <p>4.3.6. A management strategy shall be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils).</p>	<p>below ground surface as measured in water collection drains, through a network of appropriate water control structures e.g. weirs, sandbags, etc. in fields, and watergates at the discharge points of main drains (Criteria 4.4 and 7.4).</p> <p>For 4.3.5: Where drainability assessments have identified areas unsuitable for oil palm replanting, plans should be in place for appropriate rehabilitation or alternative use of such areas. If the assessment indicates high risk of serious flooding and/or salt water intrusion within two crop cycles, growers and planters should consider ceasing replanting and implementing rehabilitation. Plantations on peat should be managed at least to the standard</p>	







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				<p>set out in the '<i>RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat</i>', June 2012 (especially water management, fire avoidance, fertiliser use, subsidence and vegetation cover)</p> <p>Guidance: Techniques that minimise soil erosion are well known and should be adopted, where appropriate. These should include practices such as ground cover management, biomass recycling, terracing, and natural regeneration or restoration instead of replanting.</p>	
4.4	Practices maintain the quality and availability of surface and ground water.	4.4.2. Protection of water courses and wetlands, including maintaining and restoring appropriate riparian and other buffer zones	<p>4.4.1. An implemented water management plan shall be available.</p> <p>4.4.3. Monitoring of effluent BOD (<i>Biochemical Oxygen Demand</i>) and effort to</p>	<p>Specific Guidance: For 4.4.1: The water management plan will:</p> <ul style="list-style-type: none"> • Take account of the efficiency of use and renewability of sources; 	

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		at or before replanting shall be demonstrated.	<p>comply to legal requirements shall be available.</p> <p>4.4.4. Monitoring of mill water use per tonne of FFB shall be available.</p>	<ul style="list-style-type: none"> • Ensure that the use and management of water by the operation does not result in adverse impacts on other users within the catchment area, including local communities and customary water users; • Aim to ensure local communities, workers and their families have access to adequate, clean water for drinking, cooking, bathing and cleaning purposes; • Avoid contamination of surface and ground water through run-off of soil, nutrients or chemicals, or as a result of inadequate disposal of waste including Palm Oil Mill Effluent (POME). <p>For 4.4.2: Refer to the <i>'RSPO Manual On Best Management Practices (BMP) for</i></p>	

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				<p><i>management and rehabilitation of natural vegetation associated with oil palm cultivation on peat', July 2012.</i></p> <p>Growers and millers should address the effects of their use of water and the effects of their activities on local water resources.</p> <p>For 4.4.3 :</p> <p>The referred regulations, are such as:</p> <ol style="list-style-type: none"> 1. Decree of Ministry of Environment No. 51 of 1995 regarding Industrial Effluent Quality 2. Decree of Ministry of Environment No. 28 of 2003 regarding Technical Guidance Assessment Effluent Usage from Industry to Soil in Palm Oil Plantation. 3. Regulation of Ministry of Environment No. 12 of 2006 regarding Requirements and 	

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				<p>Mechanism of Legal Permit to Discharge Effluent to Sea.</p> <p>National regulations which related to riparian strip are, such as:</p> <ol style="list-style-type: none"> 1. Government Regulation No. 38 year 2011 regarding River. 2. Government Regulation No. 37 of 2012 regarding Management of Riparian Strip. 3. Government Regulation No. 26 of 2008 regarding National Landscape, clause 56 (2) riparian strip decided by: Land along river bank with dike which its wide is e meter from the outer dike, Land along major river bank without dike outside settlement area which its wide is more than 100 meter from river side, And land along small river bank without dike outside 	

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				<p>settlement area which its wide is more than 50 meter from river side.</p> <p>4. Decree of President No. 32 of 1990 clause 16, regarding Criteria of Riparian Strip:</p> <p>a. At least 100 meter from outer major river and 50 meter from small river, which is located outside of settlement area.</p> <p>b. for river in settlement area, the riparian strip need to build inspection path between 10-15 meter wide.</p> <p>Regulations of Ministry of Public Work No. 63 regarding Riparian Strip, River Usage Area, River Authorization Area, Criteria of Riparian Strip Line.</p>	

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				<table border="1"> <thead> <tr> <th rowspan="2">NO</th> <th rowspan="2">TIPE SORGAL</th> <th rowspan="2">TIPICAL PETAUNGAN MELINTANG</th> <th colspan="2">DILURI KAWASAN PEROTAAN</th> <th colspan="2">DEWALAY KAWASAN PEROTAAN</th> <th rowspan="2">PAGAL</th> </tr> <tr> <th>04/10/2014</th> <th>05/10/2014</th> <th>06/10/2014</th> <th>07/10/2014</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Sorgol beronggol (Sorgol dan padi beronggol adalah sorgol)</td> <td></td> <td>-</td> <td>0 M</td> <td>-</td> <td>0 M</td> <td>P1.1</td> </tr> <tr> <td rowspan="2">2</td> <td rowspan="2">Sorgol tidak beronggol (Sorgol dan padi beronggol)</td> <td rowspan="2"></td> <td>Seluruh area (Sorgol dan padi beronggol)</td> <td>200 m</td> <td>Halaman 1 & 2 (Sorgol dan padi beronggol)</td> <td>0 M</td> <td>P1.7 & 8</td> </tr> <tr> <td>Seluruh area (Sorgol dan padi beronggol)</td> <td>0 M</td> <td>Halaman 1 & 2 (Sorgol dan padi beronggol)</td> <td>0 M</td> <td>P1.7 & 8</td> </tr> <tr> <td>3</td> <td>Dewalaya (Bakar dan tidak beronggol (Sorgol dan padi beronggol))</td> <td>-</td> <td>0 M</td> <td>-</td> <td>0 M</td> <td>P1.9</td> </tr> <tr> <td>4</td> <td>Maka di tidak beronggol</td> <td>-</td> <td>200 m</td> <td>-</td> <td>200 m</td> <td>P1.9</td> </tr> <tr> <td>5</td> <td>Sorgol yang beronggol (Sorgol dan padi beronggol)</td> <td>-</td> <td>0 M</td> <td>-</td> <td>0 M</td> <td>P1.9</td> </tr> </tbody> </table>	NO	TIPE SORGAL	TIPICAL PETAUNGAN MELINTANG	DILURI KAWASAN PEROTAAN		DEWALAY KAWASAN PEROTAAN		PAGAL	04/10/2014	05/10/2014	06/10/2014	07/10/2014	1	Sorgol beronggol (Sorgol dan padi beronggol adalah sorgol)		-	0 M	-	0 M	P1.1	2	Sorgol tidak beronggol (Sorgol dan padi beronggol)		Seluruh area (Sorgol dan padi beronggol)	200 m	Halaman 1 & 2 (Sorgol dan padi beronggol)	0 M	P1.7 & 8	Seluruh area (Sorgol dan padi beronggol)	0 M	Halaman 1 & 2 (Sorgol dan padi beronggol)	0 M	P1.7 & 8	3	Dewalaya (Bakar dan tidak beronggol (Sorgol dan padi beronggol))	-	0 M	-	0 M	P1.9	4	Maka di tidak beronggol	-	200 m	-	200 m	P1.9	5	Sorgol yang beronggol (Sorgol dan padi beronggol)	-	0 M	-	0 M	P1.9	
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1	Sorgol beronggol (Sorgol dan padi beronggol adalah sorgol)		-	0 M	-	0 M	P1.1																																																				
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5	Sorgol yang beronggol (Sorgol dan padi beronggol)	-	0 M	-	0 M	P1.9																																																					
4.5	Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management techniques.	4.5.1. Result of monitoring Integrated Pest Management (IPM) implementation shall be available.	4.5.2. Result of IPM training record shall be available	Growers should apply recognised IPM techniques, incorporating cultural, biological, mechanical and physical methods to minimise the use of chemicals. Native species should be used in biological control where possible.																																																							
4.6	Pesticides are used in ways that do not endanger health or the environment.	4.6.1. Documented evidences shall be available to show that use of pesticides is based on regulations, and appropriate species and dosage 4.6.2. Records of pesticides use (including active ingredients used and	4.6.4. 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 used, except in specific situations identified in national Best Practice	Specific Guidance: For 4.6.1: Measures to avoid the development of resistance (such as pesticide rotations) should be applied. The justification should consider less harmful alternatives and IPM. For 4.6.3: Justification of the use of such pesticides will be included in																																																							

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
		<p>their LD50, area treated, amount of active ingredients applied per ha and number of applications) shall be provided.</p> <p>4.6.3. Any use of pesticides shall be minimised as part of a plan, and in accordance with Integrated Pest Management (IPM) plans. There shall be no prophylactic use of pesticides, except in specific situations identified in Indonesia Best Practice guidelines.</p> <p>4.6.5. Evidence of pesticide application by trained person as required by application guidelines in product and storage guidelines shall be</p>	<p>guidelines. The use of such pesticides shall be minimized.</p> <p>4.6.7. Application of pesticides shall be by proven methods that minimise risk and impacts.</p> <p>4.6.9. Evidences of pesticide training to workers and (if any) smallholder shall be available.</p> <p>4.6.10. Proof that pesticide waste was handled as legal regulations and understood by worker and manager shall be demonstrated.</p>	<p>the public summary report.</p> <p>For 4.6.5: Requirement regarding Personal Protected Equipment refer to Regulation of Ministry of Manpower No.8 of 2010 regarding PPE and Material Safety Data Sheet</p> <p>For 4.6.6: Some regulations regarding pesticide are:</p> <p>a. Government Regulation No. 18 of 1999 regarding Management of Toxic & Hazardous Material.</p> <p>b. Attachment from list of Toxic & Hazardous Materials from specific source, unspecific source, expired chemical, leaked chemical, residue, container, or product disposal which not comply the specification of Government Regulation No. 85 of 1999</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
		<p>available. Appropriate safety equipment shall be available and utilized</p> <p>All precautions attached to the products shall be properly observed, applied, and understood by workers (see Criterion 4.7).</p> <p>4.6.6. Storage of all pesticides shall be according to recognised best practices. All pesticide containers shall be properly disposed of and not used for other purposes (see Criterion 5.3).</p> <p>4.6.8. Pesticides shall be applied aerially only where there is documented justification. Communities shall be</p>		<p>regarding changes of Government Regulation No. 18 of 1999 regarding the Management of Hazardous and Poisoned Waste.</p> <p>c. <i>FAO International Code of Conduct on the distribution and use of pesticides</i> and its guidance and supported by relevant industrial guidance (see Annex 1).</p> <p>d. Regulations of Ministry of Agriculture No. 01/Permentan/OT.140 /1/2007 regarding List of Banned and Limited Pesticide (based on active ingredients).</p> <p>e. Regulation of Ministry of Agriculture No. 24/Permentan/SR.140/4/2011 regarding Requirement and Mechanism to Register Pesticide.</p> <p>f. Stockholm Convention</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
		<p>informed of impending aerial pesticide applications with all relevant information within reasonable time prior to application.</p> <p>4.6.11. Medical records of pesticide operators, and follow-up treatment of medical results, shall be available.</p> <p>4.6.12. Records shall be available to show that spraying is not conducted by pregnant or breast-feeding women.</p>		<p>regarding Consistent Organic Pollutant which had been ratified with Act No. 19 of 2009</p> <p>Guidance: The RSPO has identified some examples of alternatives to pesticide use, which include those listed in the '<i>Research project on Integrated Weed Management Strategies for Oil Palm; CABI, April 2011</i>'</p>	
4.7	An occupational health and safety plan is documented, effectively communicated and implemented.	4.7.1. A health and safety plan covering all activities shall be documented and implemented, and its effectiveness monitored.	4.7.5. A procedure for emergency and work accident shall be available with workers-understandable language.	<p>Specific Guidance</p> <p>For 4.7.3: Use of PPE shall be appropriate with Risk Analyst.</p> <p>For 4.7.2:</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
		<p>4.7.2. A documented risk assessment shall be available and its implementation shall be recorded.</p> <p>4.7.3. Records of appropriate training for Safety and Health and Personal Protected Equipment shall be available.</p> <p>4.7.4. The responsible person/persons for occupational health and safety shall be identified. There shall be records of regular meetings between the responsible person/s and workers. Concerns of all parties about health, safety and welfare shall be discussed at these meetings.</p>	<p>4.7.6. Evidences of facilities for medical care, and covered by accident insurance, shall be available.</p> <p>4.7.7. Occupational injuries shall be recorded using Lost Time Accident (LTA) metrics</p>	<p>All precautions attached to products shall be properly observed and applied to the workers.</p> <p>For 4.7.5: Assigned operatives trained in First Aid should be present in both field and other operations, and first aid equipment shall be available at worksites. Records of all accidents shall be kept and periodically reviewed.</p> <p>For 4.7.7: Lost Time Accident requirements should refer to Decree of Ministry of Manpower No. 609 of 2012 regarding Guidance to Solve Working Accident Case and Illness from working.</p> <p>Guidance: Growers and millers should ensure that the workplace, machinery,</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>equipment, transport and processes under their control are safe and without undue risk to health. Growers and millers should ensure that the chemical, physical and biological substances and agents under their control are without undue risk to health when appropriate measures are taken. All indicators apply to all workers regardless of status.</p> <p>The health and safety plan should also refer to Government Regulation No. 50 of 2012 regarding Application of Health and Safety Management System.</p>	
4.8	All staff, workers, smallholders and contract workers are appropriately trained.	4.8.1. Records of training programme relating to the aspects of RSPO Principles and Criteria shall be available	4.8.2. Records of training for each worker shall be maintained.	Workers should be adequately trained on: the health and environmental risks of pesticide exposure; recognition of acute and long-term exposure symptoms including the most vulnerable	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>groups (e.g. young workers, pregnant women); ways to minimise exposure to workers and their families; and international and national instruments or regulations that protect workers' health.</p> <p>The training programme should include productivity and best management practice, and be appropriate to the scale of the organisation.</p> <p>Training should be given to all staff and workers by growers and millers to enable them to fulfil their jobs and responsibilities in accordance with documented procedures, and in compliance with the requirements of these Principles, Criteria, Indicators and Guidance</p> <p>Contract workers should be selected for their ability to fulfil their jobs and responsibilities in</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>accordance with documented procedures, and in compliance with the requirements of the RSPO Principles, Criteria, Indicators and Guidance.</p> <p>Growers and millers should demonstrate training activities for schemes smallholders who provide Fresh Fruit Bunches (FFB) on a contracted basis</p> <p>Workers on smallholder plots also need adequate training and skills, and this can be achieved through extension activities of growers or millers that purchase fruit from them, by smallholders' organisations, or through collaboration with other institutions and organisations <i>(refer to 'Guidance on Scheme Smallholders', July 2009)</i></p>	
Principle 5: Environmental responsibility and conservation of natural resources and biodiversity					
5.1	Aspects of plantation and	5.1.1. Environmental impact	5.1.2. Environment	Specific Guidance	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
	mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.	analysis document(s) shall be available.	<p>Management Plan document and its revision (if there is change in the term of operational areas or activities of the company) shall be available. This RKL shall identify the responsible person(s) for the operations/activities.</p> <p>5.1.3. Environment Monitoring Plan document and the corrective plan as response from non-conformance of monitoring result) shall be available.</p>	<p>For 5.1.3.:</p> <p>Environment Monitoring Plan may be in the form of RPL or other documents as required in the Environment Management System (ISO 14000).</p> <p>If operational changes occur, the AMDAL document shall be reviewed in line with PP No. 27 of 2012 regarding Environment Permit</p> <p>The company shall establish 6-monthly monitoring report in the form of RPL Report.</p> <p>Guidance</p> <p>Environment Impact Analysis Document is based on the existing regulation, such as:</p> <ul style="list-style-type: none"> • AMDAL (plantation with areas of ≥ 3000 Ha) • UKL-UPL (plantation with areas of < 3000 Ha). • DPLH (Environment 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>Management Document)</p> <ul style="list-style-type: none"> • DELH (Environment Evaluation Document) • PIL (Environment Information Performance) • PEL (Environment Evaluation Performance) • SEL (Environment Evaluation Study) • DPPL (Environment Management and Monitoring Document) • SPPL (Declaration Letter for Managing and Monitoring Environment) • And others recognised by the government. <p>In line with the existing requirements, the study may be separately conducted for other environment aspects, which are not regulated by the government, such as Greenhouse Gasses and</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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				<p>High Conservation Value.</p> <p>Considering impacts of development activities to the environment, environment components below are significantly addressed:</p> <ul style="list-style-type: none"> • Environment components, where their functions will be sustainably maintained and , kept , such as; <ul style="list-style-type: none"> - Protected forest, conservation forest, and Biosfer Preserve; - Water resources; - Biodiversity; - Air quality; - Natural and cultural heritage; - Environment comfort; - Oriented-environmental cultural values. • Environment components, which may basically change and these changes are 	

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				<p>significantly considered by the community around operational areas, such as:</p> <ul style="list-style-type: none"> - Ecosystem functions; - Land ownership and control - Job and business opportunities and; - Community standard of living; - Community's health. <p>The company must send periodical report to the relevant government's bodies in term of implementation of environment management and monitoring. Its is the company's responsibility to provide objective evidence(s) to the auditor(s) team that all requirements in the Environment Impact Analysis have been fully complied for activities of estate and mill, and covered changes over</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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				<p>time.</p> <p>The EIA should cover the following activities, where they are undertaken:</p> <ul style="list-style-type: none"> • Building new roads, processing mills or other infrastructure; • Putting in drainage or irrigation systems; • Replanting and/or expansion of planting areas; • Management of mill effluents (Criterion 4.4); • Clearing of remaining natural vegetation; • Management of pests and diseased palms by controlled burning (referred to clause 11 of PP No. 4 Of 2001 (Criteria 5.5 and 7.7). <p>Environmental impacts should be identified on soil and water resources (Criteria 4.3 and 4.4), air quality, greenhouse gases</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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				<p>(Criterion 5.6), biodiversity and ecosystems, and people's amenity (Criterion 6.1), both on and off-site.</p> <p>Stakeholder consultation has a key role in identifying environmental impacts. The inclusion of consultation should result in improved processes to identify impacts and to develop any required mitigation measures.</p> <p>For smallholder schemes, the scheme management has the responsibility to undertake impact assessment and to plan and operate in accordance with the results (<i>refer to 'Guidance on Scheme Smallholders', July 2009</i>).</p> <p>Regulations related to the environment documents are such as:</p> <ul style="list-style-type: none"> • Government Regulation (PP) No. 27 of 2012 regarding 	

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		Major	Minor		
				<p>environment permit</p> <ul style="list-style-type: none"> • Environment Ministry Regulation No. 13 of 2010 regarding Environment Management and Monitoring Effort (UKL-UPL) • Environment Ministry Regulation No. 5 of 2012 regarding Environment Evaluation Document (DELH) • Environment Ministry Regulation No. 14 of 2010 regarding Environment Management and Monitoring Document (DPPL) • Environment Ministry Regulation No. 12 of 2007 regarding Environment Management and Monitoring Document for Business and or Activities, with No Environment Management Document. • Environment Ministry 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>Regulation No. 13 of 2010 regarding Declaration Letter for Managing and Monitoring Environment (SPKL)</p> <ul style="list-style-type: none"> • Environment Ministry Regulation No. 5 of 2012 regarding Types of Business Obligated to Have Amdal • Decree of Bapedal Head No. No. 8 of 2000 regarding Involvement of Community and Information Transparency in the AMDAL Process • Environment Ministry Regulation No. 8 of 2006 regarding Guidance for Setting Up AMDAL • Decree of Bapedal Head No. No. 299 of 1996 regarding Technical Guidance of Social Aspects for Setting-Up AMDAL • Environment Ministry Regulation No. 11 of 2008 regarding Competence 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>Requirements for Setting-Up AMDAL documents and Requirements for Training Institutions in Conducting Training for AMDAL competence.</p> <p>Referred to Environment Ministry Regulation No. 14 of 2010, the environment document is a document covering environment management and monitoring, and may be in the form of Amdal, Environment Management and Monitoring Efforts (UKL-UPL), Declaration Letter for Managing and Monitoring Environment (SPKL), Environment Management and Monitoring Document (DPPL), Study to Evaluation on the Environment Impacts (SEMDAL), Environment Evaluation Study (SEL), Environment Information Performance (PIL), Environment Evaluation Performance (PEL),</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				Environment Management Document) (DPLH), Environment Management and Monitoring (RKL-RPL), Environment Evaluation Document (DELH), and Environment Audit.	
5.2	The status of rare, threatened or endangered species and other High Conservation Value habitats, if any, that exist in the plantation or that could be affected by plantation or mill management, shall be identified and operations managed to best ensure that they are maintained and/or enhanced.	<p>5.2.1. Record(s) of HCV identification result(s) shall be available.</p> <p>5.2.2. If HCV(s) are present, HCV Management Plan shall be available.</p>	<p>5.2.3. There shall be a programme to regularly socialize/educate the workforce, and appropriate sanction disciplinary measures shall be conducted to any individual working for the company is found to capture, harm, collect or kill these rare, threatened or endangered (RTE) species.</p> <p>5.2.4. If HCV(s) are present, HCV Monitoring Plan and its result are available.</p>	<p>Specific Guidance</p> <p>For 5.2.1:</p> <p>The information includes:</p> <ul style="list-style-type: none"> • Presence of protected areas that could be significantly affected by the grower or miller; • Conservation status (e.g. IUCN status), legal protection, population status and habitat requirements of rare, threatened, or endangered (RTE) species that could be significantly affected by the grower or miller; • Identification of HCV habitats, such as rare and threatened ecosystems, that could be 	

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			5.2.5. Records of negotiation process to develop agreement with local communities, whereas their areas identified as HCV.	<p>significantly affected by the grower or miller;</p> <p>For estates developed before November 2005, HCV Identification may be conducted internally by the company (whereas the Team Leader shall be RSPO-approved), with peer review process by the competence party.</p> <p>For 5.2.2:</p> <p>These measures will include:</p> <ul style="list-style-type: none"> • Ensuring that any legal requirements relating to the protection of the species or habitat are met; • Avoiding damage to and deterioration of HCV habitats such as by ensuring that HCV areas are connected, corridors are conserved, and buffer zones around HCV areas are created; • Controlling any illegal or 	

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				<p>inappropriate hunting, fishing or collecting activities, and developing responsible measures to resolve human-wildlife conflicts (e.g. incursions by elephants).</p> <p>For 5.2.5: If a negotiated agreement cannot be reached, there should be evidence of sustained efforts to achieve such an agreement. These could include third party arbitration (see Criteria 2.3, 6.3 and 6.4).</p> <p>Guidance This information gathering should include checking available biological records and consultation with relevant government departments, research institutes and interested NGOs if appropriate. Depending on the biodiversity values that are</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>present, and the level of available information, some additional field survey work may be required. Wherever HCV benefits can be realised outside of the management unit, collaboration and cooperation between other growers, governments and organisations should be considered.</p> <p>National regulations related to the protection of habitat and species are, such as:</p> <ul style="list-style-type: none"> • Act No. 5 of 1960 regarding Conservation on Natural Resources and Ecosystems • Act No. 16 of 1992 regarding Quarantine for Animals, Fish and Plants • Act No. 5 of 1994 regarding Endorsement to the United Nations Convention to Biodiversity • Government Regulation No. 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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				<p>13 of 1994 regarding Wildlife Hunting</p> <ul style="list-style-type: none"> • Government Regulation No. 68 of 1998 regarding Areas of Natural sanctuary and Natural Conservation • Government Regulation No. 7 of 1999 regarding Preservation of Flora and Fauna (List of Protected Flora and Fauna is on the annex). • Presidential Decree No. 43 of 1978 regarding CITES ratification. 	
5.3	Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner	<p>5.3.1. Sources of waste and pollution shall be identified and documented.</p> <p>5.3.2. Evidences to demonstrate all chemicals and their containers are disposed of responsibly, shall be available</p>	5.3.3. A waste management plan to avoid or reduce pollution shall be documented and implemented.	<p>The waste management and disposal plan should include measures for:</p> <ol style="list-style-type: none"> 1. Identifying and monitoring sources of waste and pollution 2. Improving the efficiency of resource utilisation and recycling potential wastes as nutrients or converting them 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>into value-added products (e.g. through animal feeding programmes).</p> <p>3. Appropriate management and disposal of hazardous chemicals and their containers. Surplus chemical containers should be reused, recycled or disposed of in an environmentally and socially responsible way based on the existing regulations.</p> <p>4. Regulations relate to waste management, such as:</p> <ul style="list-style-type: none"> • Government Regulation 18 of 1999 regarding Management of Toxic and Hazardous Waste (B3) • Government Regulation No. 85 of 1999 regarding Amendment of Government Regulation No. 18 of 1999 regarding Management of B3 (the 	

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				<p>annex shows a list of B3 from specific and non specific sources, expired chemicals, leakage, remaining containers and waste of unspecified products).</p> <ul style="list-style-type: none"> • Government Regulation No. 82 of 2001 regarding Management of Water Quality and Control of Water Pollution. This includes criteria for water quality, and requirements for utilising and disposing waste water) • Government Regulation No. 81 of 2012 regarding Management of Domestic Waste and Kods of Domestic Waste • Decree of Environment Minister No. 51 of 1995 regarding Waste Water 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>Standard for Industries</p> <ul style="list-style-type: none"> • Decree of Environment Minister No. 28 of 2003 regarding Technical Guidance for Study for Utilising Palm Oil Mill Effluent on Oil Palm Plantation. • Decree of Environment Minister No. 29 of 2003 regarding Guidance for Permit Requirements and Administration for Utilising Palm Oil Mill Effluent on Oil Palm Plantation • Decree of Environment Minister No. 112 of 2003 regarding Waste Water Standard for Domestic Business and Activities • Decree of Bapedal Head NO. 255/Bapedal/08/1996 regarding Procedure and 	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				Requirements for Storing and Collecting Used Oil	
5.4	Efficiency of fossil fuel use and the use of renewable energy is optimised.		5.4.1. A plan for improving efficiency of the use of fossil fuels and to optimise renewable energy shall be in place and monitored.	<p>Renewable energy use per tonne of Crude Palm Oil (CPO) or palm product in the mill should be monitored.</p> <p>Direct fossil fuel use per tonne of CPO or Fresh Fruit Bunches (FFB) should be monitored.</p> <p>Energy efficiency should be taken into account in the construction or upgrading of all operations.</p> <p>Growers and millers should assess the direct energy use of their operations, including fuel and electricity, and energy efficiency of their operations. This should include estimation of fuel use by on-site contract workers, including all transport and machinery operations.</p> <p>The feasibility of collecting and using biogas should be studied if</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				possible.	
5.5	Use of fire for preparing land or replanting is avoided, except in specific situations as identified in the ASEAN guidelines or other regional best practice.	5.5.1. Records of zero burning implementation while land clearing, are available.	5.5.2. Fire should be used only where an assessment has demonstrated that it is the most effective and least environmentally damaging option for minimising the risk of severe pest and disease outbreaks, and exceptional levels of caution should be required for use of fire on peat. This should be subject to regulatory provisions under respective national environmental legislation. 5.5.3. Procedures and records of emergency response for ground fire, including means and facilities, are	Explanation of Clause 11 of Government Regulation No. 4 of 2001 states that the activities causing forest and or ground fire are land clearing in forestry, plantation, agriculture, transmigration, mining, tourism conducted by burning. Hence, it is forbidden, in those activities, to use fire unless for unavoided specific purposes or conditions, such as pest and disease eradication, and development of flora and fauna. Implementation of limited burning shall be legalised by the relevant authorities.	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
			available.		
5.6	Preamble	<p><i>Growers and millers commit to reporting on operational greenhouse gas emissions. However, it is recognised that these significant emissions cannot be monitored completely or measured accurately with current knowledge and methodology. It is also recognised that it is not always feasible or practical to reduce or minimise these emissions.</i></p> <p><i>Growers and millers commit to an implementation period until the end of December 2016 for promoting best practices in reporting to the RSPO, and thereafter to public reporting. Growers and millers make this commitment with the support of all other</i></p>			

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
		<i>stakeholder groups of the RSPO.</i>			
5.6	Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.	5.6.1. There shall be evidence that identification of pollution and emission sources, including gaseous emissions, particulate/soot emissions and effluent, is conducted.	5.6.2. Records of efforts and plans to reduce pollution and emission, including greenhouse gas, shall be available. 5.6.3. Using appropriate method, plans for monitoring emission and pollutant; and their results shall be available.	<p>Specific Guidance</p> <p>For 5.6.2: Plans will include objectives, targets and timelines. These should be responsive to context and any changes should be justified.</p> <p>For 5.6.2 and 5.6.3: The treatment methodology for POME will be recorded.</p> <p>For 5.6.3: In addition, during the implementation period, growers will start to assess, monitor and report emissions arising from changes in carbon stocks within their operations, using the land use in November 2005 as the baseline. The implementation period for</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>Indicator 5.6.3 is the same implementation period for Criterion 7.8</p> <p>During the implementation period, reporting on GHG will be to a relevant RSPO working group (composed of all membership categories) which will use the information reported to review and fine tune the tools, emission factors and methodologies, and provide additional guidance for the process. Public reporting is desirable, but remains voluntary until the end of the implementation period. During the implementation period the RSPO working group will seek to continually improve PalmGHG, recognising the challenges associated with measuring GHG and carbon stock.</p> <p>PalmGHG or RSPO-endorsed</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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				<p>equivalent will be used to assess, monitor and report GHG emissions. Parties seeking to use an alternative to PalmGHG will have to demonstrate its equivalence to the RSPO for endorsement.</p> <p>Description for GHG calculation method refers to 7.8.1.</p> <p>Guidance:</p> <p>Where practically feasible, operations should follow best management practices to measure and reduce emissions. Advice on this is available from the RSPO.</p>	
Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and millers					
6.1	Aspects of plantation and mill management that have social impacts, including replanting, are identified in a participatory way, and plans to mitigate the negative impacts and	<p>6.1.1. A social impact assessment (SIA) including records of meetings shall be documented.</p> <p>6.1.2. There shall be evidence that the assessment has</p>	<p>6.1.4. A documented social management and monitoring report; and corrective plan for any non-conformance of the monitoring result, are available.</p>	<p>Identification of social impacts should be carried out by the grower with the participation of affected parties, including women and migrant workers as appropriate to the situation. The involvement of independent</p>	

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	promote the positive ones are made, implemented and monitored, to demonstrate continual improvement.	<p>been done with the participation of affected parties.</p> <p>6.1.3. There shall be plans for social management and monitoring based on social impact analysis through consultation process.</p>	<p>6.1.5. Particular attention shall be paid to the impacts of smallholder schemes (where the plantation includes such a scheme)</p>	<p>experts should be sought where this is considered necessary to ensure that all impacts (both positive and negative) are identified.</p> <p>Participation in this context means that affected parties are able to express their views through their own representative institutions, or freely chosen spokespersons, during the identification of impacts, reviewing findings and plans for mitigation, and monitoring the success of implemented plans.</p> <p>Potential social impacts may result from activities such as: building new roads, processing mills or other infrastructure; replanting with different crops or expansion of planting area; disposal of mill effluents; clearing of remaining natural vegetation; changes in employee numbers or employment</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
		Major	Minor		
				<p>terms; smallholder schemes.</p> <p>Plantation and mill management may have social impacts (positive or negative) on factors such as:</p> <ul style="list-style-type: none"> • Access and use rights; • Economic livelihoods (e.g. paid employment) and working conditions; • Subsistence activities; • Cultural and religious values; • Health and education facilities; • Other community values, resulting from changes such as improved transport /communication or arrival of substantial migrant labour force. <p>Regulations relate to identification of significant issues and methodology to collect data and utilize the results, such as:</p> <ol style="list-style-type: none"> 1. Government Regulation No. 	

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		Major	Minor		
				<p>27 of 2012 regarding Environment Permit</p> <p>2. Decree of Bapedal Head No. 8 of 2000 regarding Involvement of Community and Information Transparency in Amdal Process</p> <p>3. Regulation of Environment Minister No. 8 of 2006 regarding Guidance for Setting Up Amdal.</p> <p>4. Decree of Bapedal Head No. No. 299 of 1996 regarding Technical Guidance for Social Aspect Study on Amdal Arrangement</p>	
6.2	There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.	6.2.1. Procedures for communication and consultation among parties shall be available.	<p>6.2.2. The company shall have officials responsible for consultation and communications with parties</p> <p>6.2.3. The company shall have a list of stakeholders, records of all</p>	<p>Guidance</p> <p>Decisions that the growers or mills are planning to make should be made clear, so that local communities and other interested parties understand the purpose of the communication and/or consultation.</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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			<p>communication, including confirmation of receipt and that efforts are made to ensure understanding by affected parties, and records of actions taken in response to input from stakeholders.</p>	<p>Communication and consultation mechanisms should be designed in collaboration with local communities and other affected or interested parties. These should consider the use of appropriate existing local mechanisms and languages. Consideration should be given to the existence/formation of a multi-stakeholder forum.</p> <p>Communications should take into account differential access to information by women as compared to men, village leaders as compared to day labourers, new versus established community groups, and different ethnic groups.</p> <p>Consideration should be given to involving third parties, such as disinterested community groups, NGOs, or government (or a combination of these), to facilitate</p>	

NO	PRINCIPLES AND CRITERIA	INDICATOR		GUIDANCE	REMARKS
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				smallholder schemes and communities, and others as appropriate, in these communications.	
6.3	There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties.	6.3.1. The system, open to all affected parties, shall resolve disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants and whistleblowers, where requested, as long as the report is supported with adequate information.	6.3.2. There shall be records of process and outcome of dispute resolution.	<p>Specific Guidance</p> <p>For 6.3.1 :</p> <p>The system should aim to reduce the risks of reprisal. See criterion 1.2.</p> <p>Mechanism for dispute resolution should be constructed through open agreement and approved by relevant affected parties. If there is no agreement between both parties, the next step is through court process .</p> <p>Complaints should be dealt with by mechanisms such as Joint Consultative Committees (JCC), with gender representation as necessary. Grievances may be internal (employees) or external.</p> <p>For scheme and independent smallholders, refer to '<i>Guidance on</i></p>	

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				<p><i>Scheme Smallholders', July 2009.</i></p> <p>Where a resolution is not found mutually, complaints can be brought to the attention of the RSPO Complaints System Mechanism for conflict resolution refer to regulations, such as:</p> <ol style="list-style-type: none"> 1. Act No. 7 of 2012 regarding Social Conflict Resolution 2. Act No. 13 of 2003 regarding Manpower. 3. Act No. 39 of 1999 regarding Human Rights. 	
6.4	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	<p>6.4.1. A procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, shall be in place</p> <p>6.4.3. The process and outcome of any negotiated agreements</p>	6.4.2. A procedure for compensation calculation and payment shall be available, implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation	<p>Specific Guidance:</p> <p>For 6.4.2:</p> <p>Companies should make best efforts to ensure that equal opportunities have been provided to both female and male heads of households to hold land titles in smallholder schemes if the land ownership is individual.</p> <p>This procedure shall take into account:</p>	

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	institutions.	and compensation claims shall be documented, with evidence of the participation of affected parties.		<ul style="list-style-type: none"> gender differences in the power to claim rights, ownership and access to land; differences of transmigrants and long-established communities differences in ethnic groups' proof of legal versus communal ownership of land <p>Guidance This criterion should be considered in conjunction with Criteria 2.2 and 2.3, and the associated Guidance.</p>	
6.5	Pay and conditions for employees and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.	<p>6.5.1. Documentation of pay and conditions based on the existing manpower regulations, shall be available</p> <p>6.5.2. Joint Work Agreement/Company's Rules, in line with the manpower regulations, is available in the</p>	<p>6.5.3. Growers and millers shall provide adequate housing, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible</p> <p>6.5.4. There shall be efforts to</p>	Labour union agreement or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) shall be available in the languages understood by the workers or explained carefully to	

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		languages understood by the workers or explained carefully to them by a management official or Workers Union.	monitor and improve workers' access to adequate, sufficient and affordable food	<p>them by a management official</p> <p>Specific Guidance</p> <p>For 6.5.4:</p> <p>This is applicable only if the public facilities are unavailable and unaccessible to get affordable food. The efforts can be provision of vehicles, shops from workers' cooperatives, weekly markets, etc. Regulation related to minimum wage includes Regulation of minister of manpower and transmigration No. 7 of 2013 regarding Minimum Wage.</p>	
6.6	The employer 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	6.6.1. A record of the company's policy in understandable language recognising freedom of association, shall be available	6.6.2. Records of meeting minutes with workers unions or workers representatives shall be available.	The right of employees, including migrant and transmigrant workers (AKAD) and contract workers, to form associations and bargain collectively with their employer should be respected, in accordance with Act No. 13 of 2003 regarding Manpower.	

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	under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.			Labour laws and union agreements, or in their absence direct contracts of employment detailing payments and other conditions, should be available in the languages understood by the workers or explained carefully to them by a management official	
6.7	Children are not employed or exploited.	6.7.1. There shall be documentary evidence that minimum age requirements are met.		<p>Growers and millers should clearly define the minimum working age and working hours, based on existing regulations, such as:</p> <ol style="list-style-type: none"> 1. Act No. 13 of 2003 regarding Manpower. 2. Act No. 20 of 1999 regarding Ratification of ILO Convention No. 138 of 1973 regarding Minimum Age Allowed for Work. 3. Regulation of Manpower Minister No. 235 of 2003 regarding Types of Work Endangering Child Health, 	

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				Safety or Morale.	
6.8	Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.	<p>6.8.1. A documented company's policy on equal opportunity and treatment for work, shall be available.</p> <p>6.8.2. Evidence shall be provided that employees and groups including local communities, women, and migrant workers have not been discriminated.</p>	6.8.3. Records of evidence that equal opportunity and treatment for work, shall be available.	<p>Specific Guidance</p> <p>For 6.8.3:</p> <p>Recruitment and promotion are based on skills, capabilities, qualities and health conditions.</p> <p>Guidance</p> <p>Examples of compliance can be appropriate documentation (e.g. job advertisements, job descriptions, appraisals, etc.), and/or information obtained via interviews with relevant stakeholders such as affected groups which may include women, local communities, foreign workers, and migrant workers, etc.</p> <p>Notwithstanding national legislation and regulation, medical conditions should not be used in a discriminatory way.</p>	

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				The grievance procedures detailed in Criterion 6.3 apply. Positive discrimination to provide employment and benefits to specific communities is acceptable as part of negotiated agreements	
6.9	There is no harassment or abuse in the work place, and reproductive rights are protected.	<p>6.9.1. A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce.</p> <p>6.9.2. A policy to protect the reproductive rights of all, especially of women, shall be implemented and communicated to all levels of the workforce.</p>	6.9.3. A specific grievance mechanism which respects anonymity of complainants where requested, and as long as they are supported with adequate information, shall be documented, implemented, and communicated to all workforce	<p>Specific Guidance</p> <p>For 6.9.1 and 6.9.2:</p> <p>These policies should include education for women and awareness of the workforce. There should be programmes provided for particular issues faced by men and women, such as violence and sexual harassment in the workplace. A gender committee specifically to address areas of concern to women will be used to comply with this Criterion. This committee, which should include representatives from all areas of work, will consider matters such as: training on women’s rights; counselling for women affected by</p>	

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				<p>violence; child care facilities to be provided by the growers and millers; women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks; and women to be given specific break times to enable effective breastfeeding.</p> <p>For 6.9.2: See 4.6.12</p> <p>Guidance There should be a clear policy developed in consultation with employees, contract workers and other relevant stakeholders, and the policy should be publicly available. Progress in implementing the policy should be regularly monitored, and the results of monitoring activities should be recorded.</p> <p>Notwithstanding national</p>	

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				legislation and regulation, reproductive rights are respected	
6.10	Growers and millers deal fairly and transparently with smallholders and other local businesses.	6.10.2. Pricing mechanisms for FFB and inputs/services shall be explained and documented (where these are under the control of the mill or plantation).	6.10.1. Current and past prices paid for Fresh Fruit Bunches (FFB) shall be publicly available 6.10.3. Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. 6.10.4. Agreed payments shall be made in a timely manner.	Transactions with smallholders should consider issues such as the role of middle men, transport and storage of FFB, quality and grading. The need to recycle the nutrients in FFB (see Criterion 4.2) should also be considered; where it is not practicable to recycle wastes to smallholders, compensation for the value of the nutrients exported may be considered through the FFB price. Smallholders should have access to the grievance procedure under Criterion 6.3 if they consider that they are not receiving a fair price for FFB, whether or not middle men are involved. The need for a fair and transparent pricing mechanism is particularly important for outgrowers who are	

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				contractually obliged to sell all FFB to a particular mill. If mills require smallholders to change practices to meet the RSPO Principles and Criteria, consideration should be given to the costs of such changes, and the possibility of advance payments for FFB may be considered..	
6.11	Growers and millers contribute to local sustainable development where appropriate.		<p>6.11.1. Records of contributions to local development that are based on the results of consultation with local communities, shall be available.</p> <p>6.11.2. Where there are scheme smallholders, there shall be evidence that efforts and/or resources have been allocated to improve smallholder productivity</p>	<p>Contributions to local development should be based on the results of consultation with local communities and social impact assessment. See also Criterion 6.2.</p> <p>Such consultation should be based on the principles of transparency, openness and participation, and should encourage communities to identify their own priorities and needs, including the different needs of men and women. Where candidates for employment are of equal merit, preference</p>	

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				<p>should always be given to members of local communities. Positive discrimination should not be recognised as conflicting with Criterion 6.8.</p> <p>Private plantations referred to Act No. 40 of 2007 regarding Limited Company (PT), clause 74 (1&2) and their explanations; Government Regulation No. 47 of 2012 regarding Environment and Social Responsibilities, clause 5 (1) and explanation whereas social and environment responsibilities shall be executed.</p> <p>State plantations referred to Act No. 19 of 2003 regarding State Companies (BUMN) clause 9 (1).</p>	
6.12	No forms of forced or trafficked labour are used.	6.12.1. There shall be evidence that no forms of forced or trafficked labour are used.	6.12.2. It shall be demonstrated that no contract substitution has occurred.	<p>Specific Guidance:</p> <p>For 6.12.1:</p> <p>Workers should enter into employment voluntarily and freely,</p>	

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		6.12.3. Where temporary or migrant workers are employed, a special labour policy and procedures , and the evidence of implementation, shall be available.		<p>without the threat of a penalty, and should have the freedom to terminate employment without penalty given reasonable notice or as per agreement.</p> <p>For 6.12.2: Contract substitution is the change of contract with no agreement from the workers, whereas the change is different with what the workers have in their area of origin without agreement from the workers .</p> <p>For 6.12.3: The special labour policy should include:</p> <ul style="list-style-type: none"> • Statement of the non-discriminatory practices; • No contract substitution; • Post-arrival orientation programme to focus especially on language, 	

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				<p>safety, labour laws, cultural practices etc.;</p> <ul style="list-style-type: none"> Decent living conditions to be provided. <p>Guidance</p> <p>Migrant workers should be legalised, and a separate employment agreement should be drawn up to meet immigration requirements for foreign workers and international standards. There should be evidence of due diligence in applying this to all sub-contract workers and suppliers.</p>	
6.13	Growers and millers respect human rights.	6.13.1. A policy to respect human rights shall be documented and communicated to all levels of the workforce and operations .		<p>See criteria 1.2, 2.1, and 6.3.</p> <p>All levels of operations will include contracted third parties (e.g those involved in security).</p> <p>Regulations related to Human Rights referred to, such as Act No. 39 of 1999 regarding Human Rights.</p>	

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Principle 7: Responsible development of new plantings					
7.1	A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.	7.1.1. An independent social and environmental impact assessment (SEIA), undertaken through a participatory methodology including the relevant affected stakeholders, shall be documented.	7.1.2. Appropriate management planning and operational procedures shall be developed and implemented to avoid or mitigate identified potential negative impacts 7.1.3. Where the development includes outgrowers scheme (<i>skema kemitraan</i>), the impacts of the scheme and the implications of the way it is managed shall be given particular attention	<p>Specific guidance</p> <p>For 7.1.3. : Within outgrowers scheme, farmers sell the FFB through exclusive contract to the growers and millers. Schemed smallholders (plasma) included into this scheme.</p> <p>Guidance</p> <p>See criteria 5.1 and 6.1. Implementation of independent social and environment impact assessment may use AMDAL as part of the process. However, it is company's responsibility to provide objective and appropriate evidence to the audit team that full entire requirements in this social and environment impact analysis cover all aspects in activities of plantation and mill, including their change from time to time. The terms of reference should be</p>	

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				<p>defined and impact assessment should be carried out by accredited independent experts. A participatory methodology including external stakeholder groups is essential to the identification of impacts, particularly social impacts. Stakeholders such as local communities, government departments and NGOs should be involved through the use of interviews and meetings, and by reviewing findings and plans for mitigation.</p> <p>It is recognised that oil palm development can cause both positive and negative impacts. These developments can lead to some indirect/secondary impacts which are not under the control of individual growers and millers. To this end, growers and millers should seek to identify the</p>	

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				<p>indirect/secondary impacts within the SEIA, and where possible work with partners to explore mechanisms to mitigate the negative indirect impacts and enhance the positive impacts. The potential impacts of all major proposed activities should be assessed in a participatory way prior to development. The assessment should include, in no order of preference and as a minimum:</p> <ul style="list-style-type: none"> • Assessment of the impacts of all major planned activities, including planting, mill operations, roads and other infrastructure; • Assessment, including stakeholder consultation, of High Conservation Values (see Criterion 7.3) that could be negatively affected; • Assessment of potential 	

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				<p>effects on adjacent natural ecosystems of planned developments, including whether development or expansion will increase pressure on nearby natural ecosystems;</p> <ul style="list-style-type: none"> • Identification of watercourses and wetlands and assessment of potential effects on hydrology and land subsidence of planned developments. Measures should be planned and implemented to maintain the quantity, quality and access to water and land resources; • Baseline soil surveys and topographic information, including the identification of steep slopes, marginal and fragile soils, areas prone to erosion, degradation, subsidence, and flooding; 	

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				<ul style="list-style-type: none"> • Analysis of type of land to be used (forest, degraded forest, cleared land); • Analysis of land ownership and user rights; • Analysis of current land use patterns; • Assessment of potential social impacts on surrounding communities of a plantation, including an analysis of potential effects on livelihoods, and differential effects on women versus men, ethnic communities, and migrant versus long-term residents; • Identification of activities which may generate significant GHG emissions <p>Plans and field operations should be developed and implemented to incorporate the results of the</p>	

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				<p>assessment. One potential outcome of the assessment process is that the development partly or entirely, may not be proceed because of the scale of potential impacts</p> <p>For smallholder schemes, the scheme management should address this Criterion.</p> <p><i>*Internal SEIA & HCV assesment may be only conducted for area of 500 Ha (for country without NI, referring to RSPO P&C Generic 2013). However, in INA NITF discussion, some ideas arised to base the issues on the Environment Ministry Regulation 13/2010 regarding Environment Management and Monitoring Efforts (UKL UPL) and Environment Ministry Regulation No 5/2012 whereas the limit areas for AMDAL Obligation is ≥ 3000 Ha (this should be discussed after Public</i></p>	

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				<p>Consultation</p> <p>SEIA Assessment is conducted based on the existing regulations. If this doesn't fulfil minimum component standards above, it is necessary to have additional study and may be internally done. If the internal study identify socially or environmentally sensitive areas or issues, then independent analysis shall be conducted.</p> <p>Documents of environment impact analysis are those based on the regulations, such as:</p> <ul style="list-style-type: none"> • AMDAL (plantation \geq 3000 Ha) • UKL-UPL (plantation < 3000 Ha). • DPLH (Environment Management Document) • DELH (Environment Evaluation Document) • PIL (Environment Information 	

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				<p>Performance)</p> <ul style="list-style-type: none"> • PEL (Environment Evaluation Performance) • SEL (Environment Evaluation Study) • DPPL (Environment Management and Monitoring Document) • SPPL (Environment Management and Monitoring Letter) • Other documents recognised by existing regulations. <p>Regulations relate to the environment documents, such as:</p> <ul style="list-style-type: none"> • Government Regulation No. 27 of 2012 regarding environment permit • Environment Ministry Regulation No. 13 of 2010 regarding Environment Management and Monitoring Effort (UKL-UPL) • Environment Ministry 	

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				<p>Regulation No. 5 of 2012 regarding Environment Evaluation Document (DELH)</p> <ul style="list-style-type: none"> • Environment Ministry Regulation No. 14/2010 regarding Environment Management and Monitoring Document (DPPL) • Environment Ministry Regulation No. 12 of 2007 regarding Environment Management and Monitoring Document for Business and or Activities, with No Environment Management Document. • Environment Ministry Regulation No. 13 of 2010 regarding Declaration Letter for Managing and Monitoring Environment (SPKL) • Environment Ministry Regulation No. 5 of 2012 regarding Types of Business 	

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				<p>Obligated to Have Amdal</p> <ul style="list-style-type: none"> • Decree of Bapedal Head No. No. 8 of 2000 regarding Involvement of Community and Information Transparency in the AMDAL Process • Environment Ministry Regulation No. 8 of 2006 regarding Guidance for Setting Up AMDAL • Decree of Bapedal Head No. No. 299 of 1996 regarding Technical Guidance of Social Aspects for Setting-Up AMDAL • Environment Ministry Regulation No. 11 of 2008 regarding Competence Requirements for Setting-Up AMDAL documents and Requirements for Training Institutions in Conducting Training for AMDAL competence. 	
7.2	Soil surveys and	7.2.1. Records of soil suitability	7.2.2. Topographic information	These activities can be linked to	

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	<p>topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations. 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>	<p>resulted from soil survey shall be available to be taken into account in planning and operation.</p>	<p>adequate to guide the planning of drainage and irrigation systems, roads and other infrastructure shall be available.</p>	<p>the Social and Environmental Impact Assessment (SEIA) (see Criterion 7.1) but need not be done by independent experts. should include information on soil types, topography, hydrology, rooting depth, moisture availability, stoniness and fertility to ensure long-term sustainability of the development. Soils requiring appropriate practices should be identified (see Criteria 4.3 and 7.4). This information should be used to plan planting programmes, etc. Measures should be planned to minimise erosion through appropriate use of heavy machinery, terracing on slopes, appropriate road construction, rapid establishment of cover, protection of riverbanks, etc. Areas located within the plantation perimeters that are considered unsuitable for long-term oil palm</p>	

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				<p>cultivation will be delineated in plans and included in operations for conservation or rehabilitation as appropriate (see Criterion 7.4). Assessing soil suitability is also important for smallholders, particularly where there are significant numbers operating in a particular location. Information should be collected on soil suitability by companies planning to purchase Fresh Fruit Bunches (FFB) from potential developments of independent smallholders in a particular location. Companies should assess this information and provide information to independent smallholders on soil suitability, and/or in conjunction with relevant government/public institutions and other organisations (including NGOs) provide information in order to assist independent smallholders to</p>	

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				<p>grow oil palm sustainably.</p> <p>One of the usable guidance referred to table 1 (pp. 6) regarding Land suitability for Palm Oil on the Technical Guidance for Development Palm Oil Plantation (Ditjenbun 2006).</p>	
7.3	<p>New plantings since November 2005 have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</p>	<p>7.3.1. There shall be evidence that no new plantings have replaced primary forest, or any area required to maintain or enhance one or more High Conservation Values (HCVs), since November 2005. New plantings shall be planned and managed to best ensure the HCVs identified are maintained and/or enhanced.</p> <p>7.3.2. HCV identification report shall be available,</p>	<p>7.3.3. Records of land preparation shall be available.</p> <p>7.3.5. Areas required by affected communities to meet their basic needs, taking into account potential positive and negative changes in livelihood resulting from proposed operations, shall be identified in consultation with the communities and incorporated into HCV assessments and</p>	<p>Specific Guidance:</p> <p>For 7.3.1:</p> <p>Evidence should include historical remote sensing imagery which demonstrates that there has been no conversion of primary forest or any area required to maintain or enhance one or more HCV.</p> <p>Satellite or aerial photographs, land use maps and vegetation maps should be used to inform the HCV assessment.</p> <p>Where land has been cleared since November 2005, and without a prior and adequate HCV</p>	

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		<p>including stakeholder consultation involvement and landuse change analysis since November 2005.</p> <p>7.3.4. A plantation management plan shall be available in line with the precense of HCV and this references the grower’s relevant operational procedures</p>	<p>management plans (see criterion 5.2).</p>	<p>assessment, it will be excluded from the RSPO certification programme until an adequate HCV compensation plan has been developed and accepted by the RSPO.</p> <p>For 7.3.5: The management plan will be adaptive to changes in HCV 5 and 6. Decisions will be made in consultation with the affected communities.</p> <p>Guidance: This Criterion applies to forests and other vegetation types. This applies irrespective of any changes in land ownership or farm management that have taken place since November 2005. HCVs may be identified in restricted areas of a landholding, and in such cases new plantings can be planned to</p>	

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				<p>allow the HCVs to be maintained or enhanced based on the existing regulations.</p> <p>The HCV assessment process requires appropriate training and expertise, and will include consultation with local communities. HCV assessments should be conducted according to HCV Identification Guidance in Indonesia (HCV Toolkit Indonesia) 2008 or its revision.</p> <p>Developments should actively seek to utilise previously cleared and/or degraded land on mineral soil.</p> <p>Plantation development should not put indirect pressure on forests through the use of all available agricultural land in an area.</p> <p>Although the planned development is consistent with the landscape planning by local and national departments/institutions,</p>	

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				<p>requirements for protecting High Conservation Value should be fulfilled.</p> <p><i>* Internal SEIA & HCV assesment may be only conducted for area of 500 Ha (for country without NI, referring to RSPO P&C Generic 2013). However, in INA NITF discussion, some ideas arised to base the issues on the Environment Ministry Regulation 13/2010 regarding Environment Management and Monitoring Efforts (UKL UPL) and Environment Ministry Regulation No 5/2012 whereas the limit areas for AMDAL Obligation is ≥ 3000 Ha (this should be discussed after Public Consultation)</i></p> <p>For estates developed prior to November 2005, HCV identification may be conducted by company internally (whereas the team</p>	

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				<p>leader shall be RSPO-approved), with peer review from the competent party.</p> <p>In case of small areas located either in hydrologically sensitive landscapes or in HCV areas where conversion can jeopardise large areas or species, the assessment is done by RSPO-approved independent assessors (see guidance for criterion 7.2). HCV areas can be very small.</p>	
7.4	Extensive planting on steep terrain, and/or marginal and fragile soils, including peat, is avoided.	7.4.2. Where limited planting on fragile and marginal soils, including peat, is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.	7.4.1 Indicative maps identifying marginal and fragile soils, including excessive gradients and peat soils, shall be available and used to identify areas to be avoided	<p>Specific Guidance</p> <p>For 7.4.1 :</p> <p>To avoid conflict with community, identification proses on the ground should be conducted after getting IUP (Plantation Business Permit). The use of peatland for oil palm refers Regulation of Agriculture Minister No. 14 of 2009.</p> <p>Guidance:</p>	

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				<p>Excessive slope refers to Technical Guidance for Developing Oil Palm issued by Directorate General of Estate Crops, Agriculture Department, 2006. Soil conservation measures, such as terracing, individual terrace, legume cover crops, silt pit, frond stacking, etc) should be conducted. Soil suitability should be determined using crop and environmental suitability criteria. Those identified as marginal and/or problematic should be avoided if the soil cannot be improved through agro management input.</p> <p>Problem and marginal soils may include sandy soils, low organic content soils, and potential or actual acid sulphate soils. Suitability of these soils is also influenced by other factors including rainfall, terrain and</p>	

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				<p>management practices. These areas may only be developed for new plantations provided that adequate management plans based on best management practices are in place. Failing which extensive plantings should be avoided on these soils.</p> <p>Fragile soils on which extensive planting shall be avoided include peat soils, mangrove sites and other wetland areas.</p> <p>This activity should be integrated with the social and environmental impact assessment (SEIA) required by Criterion 7.1.</p> <p>Planting on extensive areas of peat soils and other fragile soils should be avoided (see Criterion 4.3).</p> <p>Adverse impacts may include hydrological risks or significantly increased risks (e.g. fire risk) in</p>	

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				areas outside the plantation (see Criterion 5.5).	
7.5	No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their free, prior and informed consent. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions	7.5.1. Evidence shall be available that affected local peoples understand they have the right to say 'no' 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 grower/miller is signed and ratified by these local peoples.		<p>Guidance:</p> <p>This activity should be integrated with the Social and Environmental Impact Assessment (SEIA) required by Criterion 7.1.</p> <p>Where new plantings are considered to be acceptable, management plans and operations should maintain sacred sites.</p> <p>Agreements with indigenous peoples, local communities and other stakeholders should be made without coercion or other undue influence (see Guidance for Criterion 2.3)</p> <p>Relevant stakeholders include those affected by or concerned with the new plantings.</p> <p>Relevant stakeholders include those affected by or concerned with the new plantings.</p> <p>Free, prior and informed consent</p>	

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				<p>(FPIC) is a guiding principle and should be applied to all RSPO members throughout the supply chain. Refer to RSPO approved FPIC guidance (<i>'FPIC and the RSPO; A Guide for Companies', October 2008</i>).</p> <p>Customary and user rights will be demonstrated through participatory user mapping as part of the FPIC process.</p> <p>Verification evidence may be in the form of documents on socialization to the affected community, agreement or disagreement from the community, communication and consultation with the community.</p>	
7.6	Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for	<p>7.6.1. Records of identification and assessment of legal, customary and user rights shall be available.</p> <p>7.6.2. A procedure for</p>	7.6.4 Communities that have lost access and rights to land for plantation expansion shall be given opportunities to benefit	<p>Specific Guidance:</p> <p>For 7.6.1:</p> <p>This activity shall be integrated with the social and environmental impact assessment (SEIA) required</p>	

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	any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.	<p>identifying people entitled to compensation shall be available.</p> <p>7.6.3. Harus tersedia rekaman perhitungan dan pelaksanaan pembayaran kompensasiRecords of calculating and paying compensation shall be available.</p>	<p>from plantation development</p> <p>7.6.5. The process and outcome of any compensation claims shall be documented and made publicly available</p> <p>7.6.6. Evidence shall be available that the affected communities and rights holders have access to information and advice, that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands</p>	<p>by Criterion 7.1.</p> <p>For 7.6.6: Growers and millers will confirm that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to IUP or HGU/HGB to the grower and miller.</p> <p>Related to 7.6.6., the evidences can be a company's policy to give community freedom to get information, and also socialization to the affected community.</p> <p>Guidance See Criteria 2.2, 2.3 and 6.4 and associated Guidance. The requirements cover traditional community, as regulated by , such as, Act No. 5 of 1994 regarding Endorsement of UN Convention on Biodiversity.</p>	

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				Refer to RSPO approved FPIC guidance ('FPIC and the RSPO; A Guide for Companies', October 2008)	
7.7	No use of fire in the preparation of new plantings other than in specific situations, as identified in the ASEAN guidelines or other regional best practice	7.7.1 Records of no burning implementation on land clearing.		If in certain situation, use of fire while land clearing can not be avoided, it may be conducted referred to Government Regulation No. 4 of 2001 and shall have prior approval of the authorities.	
7.8	<i>Preamble</i>	<i>It is noted that oil palm and all other agricultural crops emit and sequester greenhouse gases (GHG). There has already been significant progress by the oil palm sector, especially in relation to reducing GHG emissions relating to operations. Acknowledging both the importance of GHGs, and the current difficulties of determining emissions, the</i>			

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		<p><i>following new Criterion is introduced to demonstrate RSPO's commitment to establishing a credible basis for the Principles and Criteria on GHGs.</i></p> <p><i>Growers and millers commit to reporting on projected GHG emissions associated with new developments. However, it is recognised that these emissions cannot be projected with accuracy with current knowledge and methodology.</i></p> <p><i>Growers and millers commit to plan development in such a way to minimise net GHG emissions towards a goal of low carbon development (noting the recommendations agreed by consensus of the RSPO GHG WG2).</i></p> <p><i>Growers and millers commit to an implementation period for</i></p>			

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		<p><i>promoting best practices in reporting to the RSPO, and after December 31st 2016 to public reporting. Growers and millers make these commitments with the support of all other stakeholder groups of the RSPO.</i></p>			
7.8	New plantation developments are designed to minimise net greenhouse gas emissions.	7.8.1. Records of identification and estimation result of carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development shall be available.	7.8.2. Records of a plan to minimise net GHG emissions shall be available	<p>Specific Guidance:</p> <p>For 7.8.1:</p> <p>GHG identification and estimates can be integrated into existing processes such as HCV and soil assessments.</p> <p>Process for calculating GHG estimation may use method, such as SNI 7724:2011 (Measuring and Calculating Carbon Stock), SNI 7725:2011 (Arrangement of Allometric to Estimate Forest Carbon Stock Based on Ground Measurement), and SNI 7645:2010 (Land Cover</p>	

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				<p>Classification).</p> <p>The RSPO carbon assessment tool for new plantings will be available to identify and estimate the carbon stocks.</p> <p>The RSPO PalmGHG tool or an RSPO-endorsed equivalent will be used to estimate future GHG emissions from new developments using, amongst others, the data from the RSPO carbon assessment tool for new plantings.</p> <p>Parties seeking to use an alternative tool for new plantings will have to demonstrate its equivalence to the RSPO for endorsement</p> <p>For 7.8.2:</p> <p>Growers are strongly encouraged to establish new plantings on mineral soils, in low carbon stock areas, and cultivated areas, which the current users are willing to</p>	

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				<p>develop into oil palm. Millers are encouraged to adopt low-emission management practices (e.g. better management of palm oil mill effluent (POME), efficient boilers etc.) in new developments</p> <p>Growers and millers should plan to implement RSPO best management practices for the minimisation of emissions during the development of new plantations.</p> <p>Guidance</p> <p>This Criterion covers plantations, mill operations, roads and other infrastructure. It is recognised that there may be significant changes between the planned and final development area, hence the assessment may need to be updated before the time of implementation.</p> <p>Public reporting is desirable, but</p>	

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				remains voluntary until the end of the implementation period. Once established, new developments should report on-going operational, land use and land use change emissions under Criterion 5.6	
Principle 8: Commitment to continual improvement in key areas of activity					
8.1	Growers and millers regularly monitor and review their activities, and develop and implement action plans that allow demonstrable continual improvement in key operations.	8.1.1. The action plan for continual improvement shall be implemented, based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and shall include a range of Indicators covered by these Principles and Criteria. As a minimum, these shall include, but are not necessarily be limited to:		Guidance: Growers should have a system to improve practices in line with new information and techniques, and a mechanism for disseminating this information throughout the workforce. For smallholders, there should be systematic guidance and training for continual improvement.	
		<ul style="list-style-type: none"> Reduction in use of 			

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		pesticides(Criterion 4.6); <ul style="list-style-type: none"> • Environmental impacts (Criteria 4.3, 5.1 and 5.2); • Waste reduction (Criterion 5.3); • Pollution and greenhouse gas (GHG) emissions (Criteria 5.6 and 7.8); • Social impacts (Criterion 6.1); • Optimising the yield of the supply base. 			

