Roundtable on Sustainable Palm Oil

New Planting Procedure

Summary Report of Planning and Management

PT. Agro Manunggal Sawitindo

Nanga Tayap District,

Ketapang Regency, West Kalimantan Province

Indonesia

List of Content

Summary Report of Planning & Management of PT Agro Manunggal Sawitindo, Ketapang District West Kalimantan Province

1. Executive Summary

This Executive Summary fulfills the RSPO New Planting Procedures Format "Summary Report of Planning & Management" (RSPO latest reversion of 5 May 2010).

PT Agro Manunggal Sawitindo (AMS) is a subsidiary of Bumitama Agri Limited (BAL), a member of RSPO and located in Nanga Tayap District, Ketapang Regency, West Kalimantan Province. The Consent License based on Permitted Area (or called Location Permit/Ijin Lokasi) No. 458 year 2011 was approved on 07 November 2011 for an area of ± 11,500 ha.

The Environment Impact Assessment (EIA/AMDAL) was approved by the Governor of West Kalimantan (Surat Kelayakan Lingkungan Number 286 year 2009) on 20 May 2009. Besides fulfilling the regulatory requirements of conducting environmental impact assessment (EIA/ AMDAL), the company has also conducted fileld visit the High Conservation Values Identification (HCV) and Social Impact Assessment (SIA) from 22 June – 7 Jully 2012 by independent consultants from PT Sonokeling Akreditasi Nusantara.

The HCV Assessment was conducted for the permited area an area 11,500 ha. The results of the HCV assessment by independent consultants from SAN with team personnels that have been approved by RSPO showed that there is no primary forest in the Permitted Area of PT AMS. The vegetation cover is dominated by the rubber (*Hevea brasiliensis*), agroforestry, shrub and degraded forest. Based on The HCV Report, indicated that peatland was not found in the Permitted Area (Location Permit/ Izin Lokasi).
There are 8 types of HCV identified by the assessment and these are HCV 1 (1.1, 1.2, 1.3 and 1,4) , HCV 2 (2.3), HCV 4 (4.1, 4.2), HCV 5 and HCV 6.

The key elements for HCV 1 are riparian belt. HCV 2 are area for habitat which has representative population of natural species and HCV 4 are related to the potential damage from riparian belt. The results of the Social Impact Assessments (SIA) has shown that the company's development of oil palm plantation and palm oil mill production has significant and positive impacts toward the local livelihood and the society's social sustainability. The findings have defined how the company's business has can influence the key issues in the respective component of the social sustainability of the local community. There are three basic components description for society's social sustainability that influences the planning of the company's future operation.

The findings on both the HCV and SIA by independent and accredited (by the RSPO) consultants from SAN have been incorporated in the oil palm development plan of PT AMS which includes the HCV and SIA management and monitoring plans. Development of the HCV and SIA management and monitoring plans was facilitated by the SAN Team. The purpose of the workshop on HCV - SIA management and monitoring program for PT AMS was to enable the management team to have a better understanding of the HCV and SIA findings and their related implications so as to provide reference points in developing the operational activities of the company related to the HCV, social managements synergy with the company's development of oil palm plantation.

Now we are preparating for conduct the Land Use Change (LUC) Analysis at PT AMS in end of April 2014. And do the corrective action for planting on HCV areas.

2. Reference Documents

2.1. List of reports.

1. Environment Impact Assessment (EIA/ AMDAL) was approved Environmental Permit (Izin Kelayakan Lingkungan) No. 286 year 2009, dated 20 May 2009
2. The HCV Identification document is in the report "HCV Assessment report for PT AMS, April 2013 by PT SAN";
3. The Peer review HCV Identification document is in the report "HCV Assessment report for PT AMS April 2013 by Kunkun Jaka Gurmaya";
4. The SIA report is in "SIA Assessment report for PT AMS , July 2012 by SAN";
5. The management and monitoring plans for HCV in the "The Management & Monitoring Plans of HCV PT AMS, January 2014 by SAN",
6. The management and monitoring plans for SIA in the "The Management & Monitoring Plans of Social PT AMS, approved in July 2012";
7. The development plan of PT AMS;
8. HCV Resources Network toolkit Indonesia 2008; and
9. Location Map.

Brief summary

Based on the Environment Impact Assessment, the positive and negative impacts of the operational activities of PT AMS have been identified. The key positive impacts include enhancing the income of the communities and providing more job opportunities to the local communities with the development of the oil palm plantations in the area. The possible negative impacts are threats to the ecology as well as potential conflicts of workforce, socio- cultural balances and land tenure.

In addition to the EIA assessments, PT AMS has also conducted independent HCV and SIA

involving external experts, PT SAN; the key consultants conducting these assessments have been accredited and approved by RSPO. Based on the assessments, PT AMS has developed management and monitoring plans to mitigate any negative impacts and enhance the positive ones. Management and monitoring of social and environmental impacts are based on the operational activities that can cause impacts during the development as well as during the operational stages and the potential impacts and other negative impacts as perceived by the communities arising from PT AMS. The new activities were also identified by the external consultants. By implementing sound social and environmental management practices, it is expected that these conflicts, both of ecology or social, can be minimized and the relationship between the company and local communities can be preserved and harmonized.

The results of the HCV assessment have shown that there is no primary forest in the Permitted Area (Location Permit/ Izin Lokasi) of PT AMS. The vegetation's cover is dominated by the palm oil and rubber (*Hevea brasiliensis*), agroforestry, shrub and degraded forest.

As for potential HCV areas, 8 types of HCV were identified, these are HCV 1 (1.1, 1.2, 1.3 and 1,4) , HCV 2 (2.3), HCV 4 (4.1, 4.2), HCV 5 and HCV 6 within the Permitted Area (Location Permit/ Izin Lokasi) of PT AMS. The original HCV total area identified was ± 1,202.12 ha or ± 10.45 % of the total Area assessments by SAN.

PT AMS development plan has incorporated the findings from EIA (AMDAL), HCV Assessments and Social Impact Assessments as described above when implementing the operational plans. Management plans for HCV areas and management plans for handling social impacts have been drawn up.

2.2. List of Legal Documents, Regulatory Permits and Property Deeds

The permits that have been obtained by the company are inclusive of Permitted Area (Location Permit/izin Lokasi), Environment Impact Assessment (AMDAL), Environmental Permit (Izin Kelayakan Lingkungan) and the Plantation Business Permit (Izin Usaha Perkebunan). The followings are the list of the licenses and recommendations:

Table 1. Types of permits and recommendations PT AMS

No	Licenses and recommendations	Issued by	Number	Note
1.	Deed of Establishment	Tintin Surtini, SH, MH.	53	Registered 29-06-2007
2.	Tax Registration Code Number	Directorate General of Taxes, Ministry of Finance	02.596.846.2-703.001	
3.	Principle approval	Regent of Ketapang (Bupati Ketapang)	525/1073/DPU-TR	Registered 04-08-2011
4.	Permitted Area (Izin Lokasi)	Regent of Ketapang (Bupati Ketapang)	No.458	Registered 07-11-2011
5.	Plantation Business Permit (Izin Usaha Perkebunan)	Regent of Ketapang (Bupati Ketapang)	No. 308/DISBUN-D/2013 (size ± 10,400 Ha)	Registered 17-06-2013
6.	Environmental Permit (Izin Kelayakan Lingkungan)	- Governor of West Kalimantan (Gubernur Kalimantan Barat) - Governor of West Kalimantan (throughenvironmental agency)	- No. 286 tahun 2009 size ± 12,350 Ha - No. 660.1/615/BLHD-A size ± 12,350 Ha	- Registered 20-05-2009 - Registered 13-08-2012

*) All legal documents available on Public Affairs Department

Figure 1 Location of PT Agro Manunggal Sawitindo in Indonesia

Figure 2 Location of PT Agro Manunggal Sawitindo in West Kalimantan Province

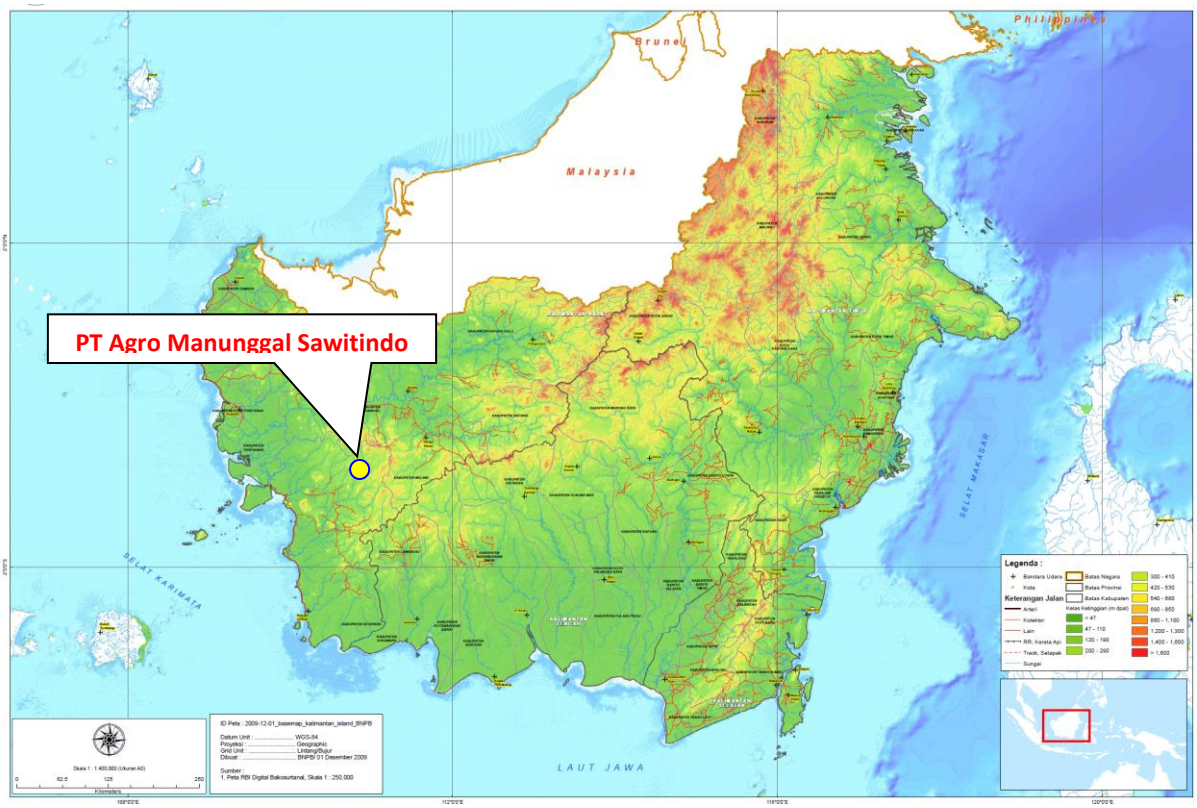
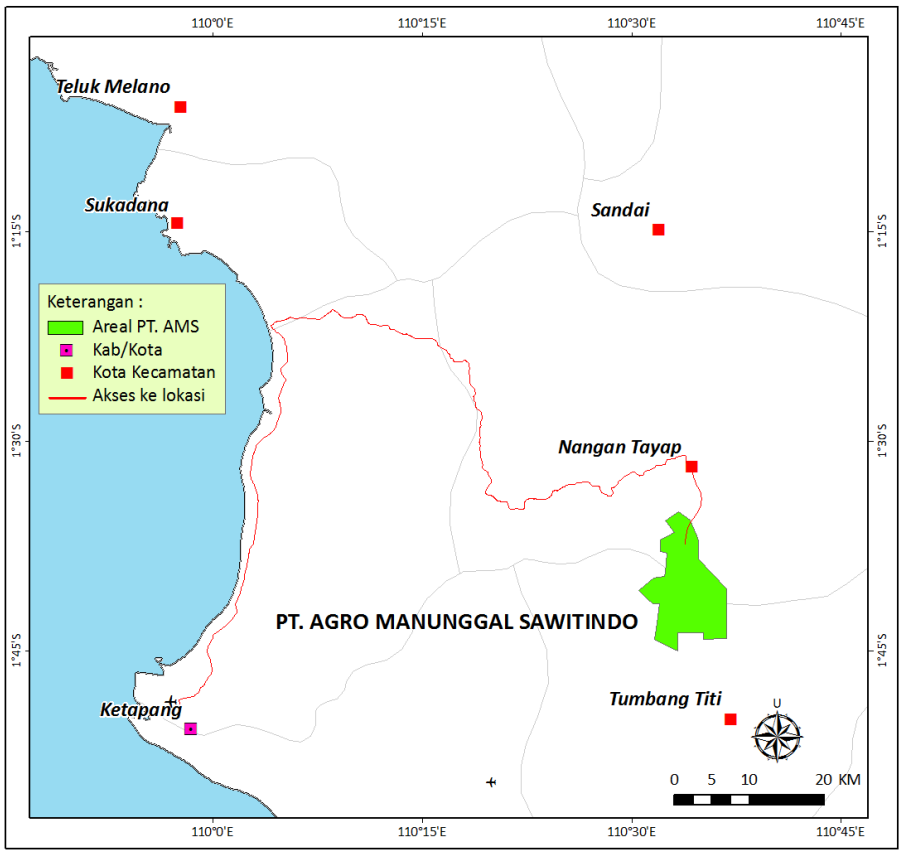


Figure 3. Location of PT Agro Manunggal Sawitindo in Ketapang Regency



2.3. Area and time-plan for new plantings

AMS did the HCV Assessment at 22 June – 7 Jully 2012. AMS then clearied the land according to the draft indicative map of HCV that have been prepared by SAN. The area of land has been cleared up to the HCV AMS Final Report (October 2012 - April 2013) is 369.20 Ha.
The proposed area for new planting area by PT AMS is in the location of the Plantation Business Permit (Izin Usaha Perkebunan, IUP) which the owners of the land have received the free, prior and informed consent (FPIC).

The land development and planting of oil palm will continue in 2014 following the procedures of the RSPO New Planting Procedures (NPP).

Table 2 The summarized of area statements and time-plan for new planting PT Agro Manunggal Sawitindo

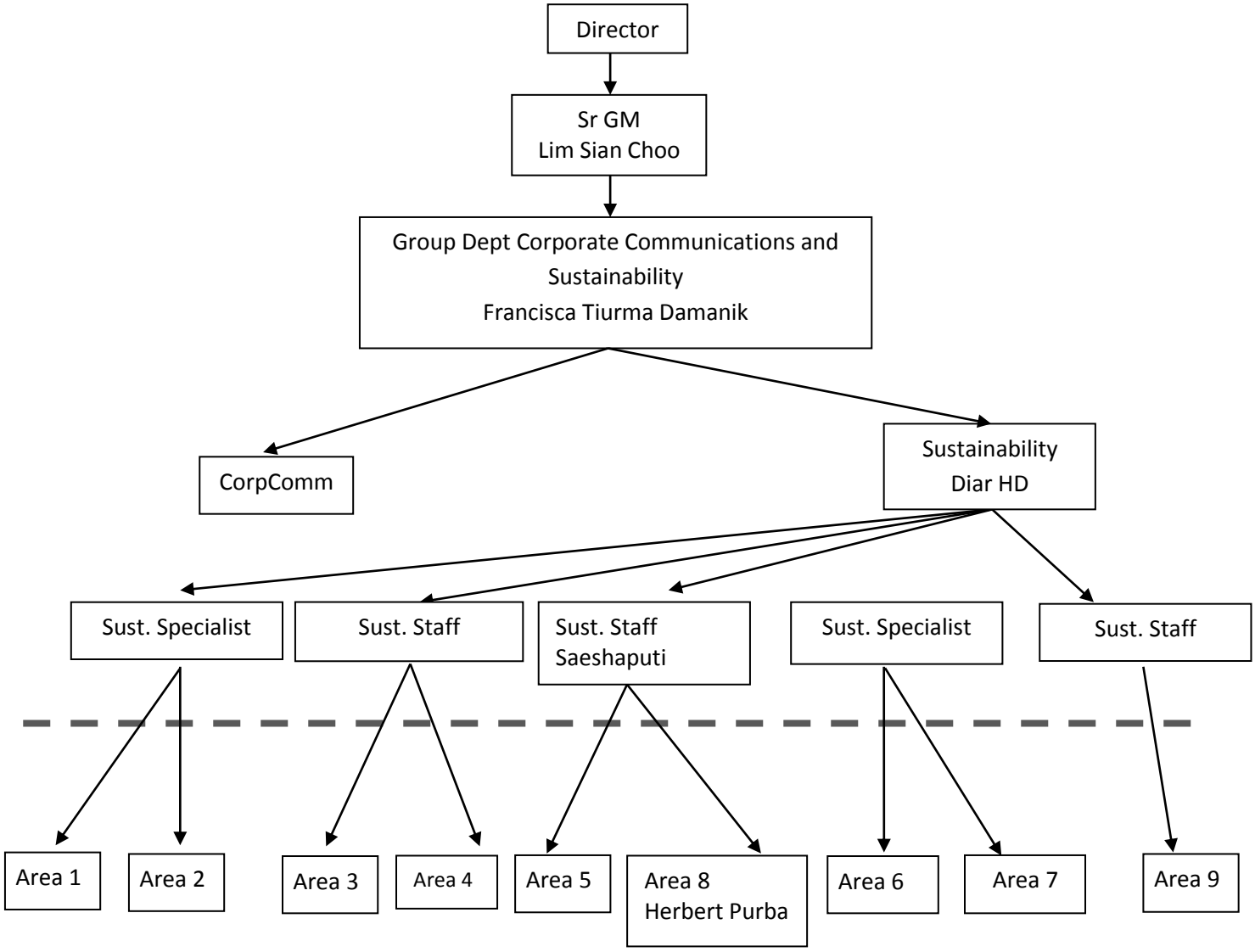
Potensial Land (ha)	Year Planting (ha)				
	2012	2013	2014	2015	total
9,393	161	1,243	3,533	3,596	8,533

2.4. Land Use Change Analysis

AMS had conducted a Land Use Change analysis related to land cleared prior to completion of the HCV assessment. The analysis was presented to the BHCV Working Group meeting in Jakarta on 15 April 2014. A Compensation Panel had been assigned to AMS. As shared in the BHCV Working Group meeting, all matters related to remedial and compensation will be overseen by this Compensation Panel. AMS is currently preparing a compensation proposal and a remediation management plan which will be submitted to the Compensation Panel for review.

3. EIA, SIA and HCV Management & Planning Personnel

Organizational information and HCV contact persons



3.1 Organizational Information and Contact Person

Company Name	:	PT Agro Manunggal Sawitindo
RSPO membership number	:	1-0043-07-000-00 registered on 8 October 2007 (as part of Bumitama Agri Limited)
Capital Status	:	Foreign Investment (Penanaman Modal Asing – PMA)
Type of Business	:	Oil Palm Plantation and Palm Oil Mill
Adress (Head Office)	:	Jl. Melawai Raya No. 10 Kebayoran Baru Jakarta Selatan 12160 Indonesia
Telephone	:	(+62-21) 72798418
Website	:	www.bumitama-agri.com
Contact Person	:	Francisca Damanik (Corporate Communication and Sustainability Group Department Head)

3.2 Personnel involved in planning and implementation.

The process of HCV and SIA development and preparation of management and monitoring plans for PT AMS was implemented in phases involving several parties: that is Estate Department, the Public Affairs (PAD Department) and Sustainability Department and the whole process is in accordance with the plans facilitated by the Sustainability department Head Office BGA Group. The details of the parties involved in the HCV and SIA development and preparation of management and monitoring plans are summarized in **Table 3**.

Table 3. The Participatory List of the HCV and SIA manufacture and preparation of management and monitoring plans for PT Agro Manunggal Sawitindo

No.	Name	Department/Instansi	Official Role
HCV and EIA Management & Monitoring Plan			
1.	Maman Aliman Utardi	GM	Participant
2.	Eko Budi Purnomo	Area Controler	Participan
3.		Manager	Participant
4.	Herbert Purba	Sustainability Staf Area 8B	Participant
5.	Francisca Damanik	CCS Group Dept Head	Facilitator
6.	Diar Damanik	Sustainability Manager	Facilitator
7.	Hidayat Aprilianto	Sustainability Specialist HO	Facilitator
8.	Yohannes Agung Baskoro	CSR Dept Head HO	Facilitator
SIA Management & Monitoring Plan			
1.	Maman Aliman Utardi	GM	Participant
2.	Eko Budi Purnomo	Area Controler	Participant
3.		Manager	Participant
4.	Maulana	CSR Area 8B	Participant
5.	Yohannes Agung Baskoro	CSR Dept Head HO	Facilitator
6.	Agus Wiastono	CSR Specialist HO	Facilitator
7.	Emma Isabella Aeterni Barus	CSR HO	Facilitator
8.	Hidayat Aprilianto	Sustainability Specialist HO	Facilitator
Internal Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)			
1.	Maman Aliman Utardi	GM	Reviewer
2.	Francisca Damanik	Group Dept Head CCS	Reviewer
3.	Diar Damanik	Sustainability Manager	Reviewer

4.	Hidayat Aprilianto	Sustainability Specialist HO	Reviewer
5.	Tengku M Aka	Sustainability Staff HO	Reviewer
6.	Saeshaputi R.P	Sustainability Staff HO	Reviewer
External Review of the HCV and SIA Reports, Management and Monitoring Plans (at Head Office)			
1	Kunkun Jaka Gurmaya	HCV Assessor approved by RSPO	

The implementation of the EIA, HCV and SIA management & monitoring plans in the field will be implemented by experienced personnel who possessed a high level of dedication of knowledge and special technical skills. Sustainability Staff, CSR Staff, with Plantations Manager Team, stationed at the location, will provide support in these activities. The Estate Manager is directly responsible in the implementation of the plans of management and monitoring. In addition, the Area Controller and Estate Manager is accountable in fulfilling of the requirements for the plans and as well as responsible in analyzing the results of the input from the monitoring plans. The General Manager is accountable and responsible to ensure that the Overall Development Plan including the management of HCV and SIA is implemented according to the time plan and budget. The management team is supported and supervised by the Senior General Manager. The detail of the responsibilities and roles of the HCV and SIA development and preparation of management plans and monitoring are summarized in the "The Management & Monitoring Plans of HCV/SIA PT AMS" document. The Head Office Estate Department, Public Affair Department (PAD), and Sustainability Department Head Office will provide the overall support in the implementation of the development plan.

3.3. Stakeholders to be involved

The process of the EIA, HCV and SIA development and preparation of management plans and monitoring PT AMS also involved relevant stakeholders such as governmental offices (Natural Resource Conservation Department - BKSDA), The Plantation Office, The Forestry Office, The Office for Environment - BLH), local and international NGO, local communities, the government of local village and District.

Consultation with the relevant stakeholders to provide opportunities for communication and sharing of the informations/ opinion/ suggestions between the PT AMS and stakeholders was carried out. Public consultation was carrried out at the time of HCV and SIA resource assessment consisting of people who were respondents (the workers, local communities and local government) **Appendix 1**).

CONCLUSIONS AND RECOMMENDATIONS

issues which occurred in PT AMS classified into two areas:

External Issues

When SIA studie carried on , some CSR programs have been considered to be implemented , for examples open and fixing of village roads, preservation of local indigenous culture and commemuration of religious day. It is to build a good corporate image and positives parnership with communities around the plantations .

- In general, the local livelihoods with rubber and agriculture . This causes the land acquisition process runs slow, because objection of the people to convert their land, which is still productive
- The presence of palm oil companies will open up employment opportunities for people around the company, but potentially reduce rubber agroforestry plantation area that had been cultivated by the community for generations. Moreover, concerns about the difficulty of controlling the workers from outside the region, as well as the risk of pain and destruction of village infrastructur.

Internal Issues

Internal conditions is also important to be considered by the company. Often the oil palm plantation company more responsive to external address issues related to CSR programs primarily due solely intended for social security. On the other hand the internal conditions forgotten in terms of employees is spearheading a significant effort to determine the sustainability of oil palm plantations.

4a. Summary of Management and Mitigation Plans on Environment Impact Assessment

Table 5. Summary of Management and Mitigation Plans on Environment Impact Assessment

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
	Pre Construction Stage							
1	Socialization	Attitudes and perception, also social conflict between companies and communities	Ignorance and misinformation the public against the company's plans in development of oil palm plantations	• Pebihingan Village • Muara Gerunggang Village • Semanyok Lama Village • Batu Mas Village • Tebuar Village	• Meeting directly with the communities to socialized the oil palm plantation development • Give the informations related with the activity plan by regular meetings in the village • Explain the environmental management efforts will be carried out • Explain the positive impact to the communities through oil palm plantations • Forminf SATLAK and work with TP3K team Ketapang Regency, also community institutions when socialized ti communities	Socialization the development of oil palm plantation carried out at least 4 months before the opening of the land. And during the pra constuction stage	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month
2	Land Acquisition	Advent of Negative attitudes and perceptions of society, community dissatisfaction with land compensation, also rise of social conflicts between companies and communties	Process of land acquisition and compensation are harmful to society	• Pebihingan Village • Muara Gerunggang Village • Semanyok Lama Village • Batu Mas Village • Tebuar Village	• Take inventory of public lands contained in the project area along with regency officials, district and village • Meetings related to the completion of land • Carry out the land acqusition process and compensations according the agreement • Enclave of existing permissions if the community don't want to exempt land • Documentation all aof land acquisition activity	During the process of land acquisitions	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
	Construction Stage							
1	Recruitment	Rise of negative attitudes and perceptions, social conflict and social resentment	Recruitment process without transparency, and do not give priority to local employment, although according with the qualification	• Tumbang Koling Village	• Provide broad information to the public regardng recruitment • Priority to local employment with the necessary qualifications attention	During te recruitment process	Direct observation and interviews with the surrounding community by using questionnaires and deep interviews	Every 6 month
2	Mobilization of equipment and materials	Increasement of road damage and accidents	Process of transporting equipment and materials during the construction phase	• Along the road of transport equipment and materials	• Collaborate with traffice police to guard during the mobilization of heavy equipment • Using the standard trucks according road capacity to carry the materials • Reduce speed when passing through resedential areas	During the process of equipment dan materials mobilization	Recording work accident at the time of the mobilization of equipment and materials activities	Every 6 month
		Decreasement air quality and increased noise		• U1= close to mill loction project (1°40’ 81” S 110° 33’ 19,70” E0 • U2= residential of Selupuk Village (1° 38’ 21,97” S 110° 34’ 34,34” E)	• election system, method and technology land clearing so it can reduce the rate of dust and noise • regulate the speed of the vehicle at the work site • socialization to the workers to always use PPE • organize cheap medicine to the society, especialy for patients with air quality and noise diseases	Once every 3 months during the construction stage		
3	Open and land clearing	• Smog haze due to land fires	• Lax of the employee who was involved in the clearance when using fire	• Cleared areas	• Land clearing without burning • Put a signboard on fire-prone lands and warning signs to be cautious in he use of fire • Provide the facilities and infrastructure of fire emergency response • Make the water ponds around tha plantation as a source of water to extinguish fire in case of fire hazzard	Once every 3 months during the land clearing process	Recorded the occurrence of fire Researching the cause of the fire source	

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
		Microclimate change	Process of land clearing	• Pebihingan Village • Muara Gerunggang Village • Semanyok Lama Village • Batu Mas Village • Tebuar Village	• election system, method and technology land clearing which done in stages with a fixed set of green open space as a buffer area • socialization to the workers to use PPE • organize cheap medicine to the society, especialy for patients with microclimate change disease	Once every 3 months during the construction stage		
		• Increasment of erosion rate	• Changes inland cover so the rainwater directly on the soil surface	• Cleared areas	• Cover crop treatments	during the land clearing	Making level measurement instrument measuring erosion and erosion rates Sampling properties of the physical properties and chemical analysis	Every 6 month
		• increased flow of runoff	more solid ground due to opening and development of land, so made lack of water infiltration into the soil	• A1= Cabang River (1° 36’ 40.64” S 110° 32’ 36,54” E) • A2- Gerunggang River mill project upsteam (1° 40’ 29,02” S 110° 36’ 49,61” E) • A3= Pemahan River (1° 44’ 21,33”S 110° 34’ 6,30”E) • A4= Gerunggang River, close to Kumpang River (1° 40’ 59,32”S 110° 30’ 46,41”E) • A5= Gerunggang River, mill project downsteam (1° 40’ 50,01”S 110° 32’ 25,62’E)	• makes and maintain protected areas such as riparian belt • soil and water conservation • no logging of vegetation on conservation site • and protected areas • makes sedimentary trap • cooperate with agencies that deal with environmental problems and conservation • socialization to comuunities	Once every 3 months during the land clearing		

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
				• A6= Gerunggang River, mill outlet (1° 40' 24,76"S 110° 33' 39,98"E)				
		Rate of work accident	Plantations and mill operations	• PT AMS Area	• Socialization to all workers and communities about regulations of safety and health also about work safety • Put signboards about safe and secure work and traffic signs along the plantaton area • Training and building safety culture within workplace • Up board safety and health organization (P2K3) and cooperating with relevant institutions such as clinics or hospitals and Labour Agencies • provide PPE for workers and corporate guests	During plantation and mill are operated		
4	Nursery	Occurence of eutrophication due to entrainment of partial fertilizer that' s not absorbed ny the rain to the river	Use of manure that doesn't comply with the dosage and timing of manuring	• Nursery Areas	• Research the meeds of optimum manure • Provide the right dosage of manure, a measure, quantity and timing • Make the Manuring Procedure • Socialized to the nursery workers about a good and right manuring system	Twice a year during the Manuring activity	Sampling properties of the physical properties and chemical analysis	Every 6 Month
5	Construction of Plantation Infrastructure	Open up the job opportunities	Labor requirements for the construction and supply of building materials	• Location of plantation development	• Open up the employment opportunities for local communities • Partnership with the local community in the supply of food • Open oppotunities to local communities especially people with carpentry building skills	Once a year during the plantation development process	counting the number of villagers who are involved directly or indirectly	Every 1 year
6	Immature Plant maintenance	Occurence of eutrophication due to entrainment of partial	Use of manure and pesticides that aren't in accordance with the	• Plantaton Areas	• Research the meeds of optimum manure and needs for perticides for integrated	Twice a year during the	Sampling and measurement of water	Every 6 month

No	Activity	Impact	Source of Impact	Location	Environment Management		Environment Monitoring	
					Plan	Period	Plan	Period
		fertilizer that' s not absorbed ny the rain to the river. And water pollution due to use of pesticides that incompatible with the dosage	dosage and timing		pest control • Provide the right dosage of manure, a measure, quantity and timing • Implement the integrated pest control • Make the Manuring and Usage of Pesticids Procedure • Socialized to the workers about a good and right manuring and pest control system • Conduct biological pest control •	Manuring activity	quality in the Mirah river	
	Operational Stage							
1	Mature Plant Maintenance	Occurence of eutrophication due to entrainment of partial fertilizer that' s not absorbed ny the rain to the river. And water pollution due to use of pesticides that incompatible with the dosage	Use of manure and pesticides that aren't in accordance with the dosage and timing	• Plantaton Areas	• Research the meeds of optimum manure and needs for perticides for integrated pest control • Provide the right dosage of manure, a measure, quantity and timing • Implement the integrated pest control • Make the Manuring and Usage of Pesticids Procedure • Socialized to the workers about a good and right manuring and pest control system • Conduct biological pest control	Twice a year during the Manuring activity	Sampling and measurement of water quality in the Mirah river	
2	FFB Transport	Increasement number of work accidents	FFB transportation activity	• Plantation Areas	• Maintaining damaged roads which dangerous for FFB trucks • Provide traffic signs in the plantation areas • Socialized to the workers and FFB transport contractors • Use nets in a truck so FFB not fall	Every 3 month	Recording and analyzing workplace accidents	Every 6 month

4b. Summary of management and Mitigation Plans (SIA)

PT AMS has developed the plans for the social impacts as the operational efforts on social mitigation. The SIA development and preparation of management & monitoring plans for PT AMS was mainly based on the SIA result, in corporation with SAN.

The steps taken in the SIA development and preparation of management & monitoring plans were:

Based on the SIA results for PT AMS by SAN aimed to be managed consistently with appropriate work performance standards. The scope of the development and preparation of management & monitoring plans included all of the potential impacts by the plantation activities.

Table 6. Management and Mitigation Plans of Agro Manunggal Sawitindo

No	Social Issues	Management Plan	Monitored Indicator	Periode
1	PT AMS under Bumitama Agri Limited (BAL) has commitment and good faith in support of sustainable development of palm oil plantations. Concretely, this commitment is shown by do HCV and Social Impact Assessment (SIA) before the newly built plantation	To conduct HCV and SIA assessment prior operational activities	HCV and SIA Report are in placed	2013
2	There are concern from some people in villages, that the existence of oil palm plantations will displace the rubber forests are still productive. They said (Hamlet Semayuk, Pebihingan; Muara Gerunggang village ; Batu Mas village; Cegolak Village and Tajok Kayong village), rubber farming is a business that they have the knowledge to understand and is a hereditary agricultural activities	- Land acquisition process will be focussed on the area without rubber trees / forest, except for the case where community is willing to sell their rubber trees / forest, through FPIC mechanism. - Conduct rubber tree intensification program to increase community's income	- The size / extent of land acquisition process that originated from rubber forest - Rubber tree intensification program conducted in those specific villages	2014 - 2016

No	Social Issues	Management Plan	Monitored Indicator	Periode
	that exist in their village. Of rubber anyway, they get money every day on average 100.000 - 200.000 IDR per day per family.			
3	In focus group discussions at the Degolak and Batu Mas village, there are concerns against the destruction of their village roads. They worried that, if the company has been operating the village roads will fequently passed by trucks palm fruit, which consequently becomes faulty and dusty which will increase the risk of illness in communities	- Seeking the possibility to build alternative road for FFB and heavy equipment transportation - Conduct village road maintenance where the company's vehicle frequently used	- Alternative road option is available - Village road maintenance plan is available	2014-2016 Continuous
4	Pople from Muara Gerunggang worried about security issues while palm plantation activities in their village. Their village will be open, crowded and therefore vulnerable to security			
5	People understanding against land use permits (HGU) of the company still low. In the Cegolak village, there is concern of crops compensation (GRTT) from palm oil companies would remove their rights to land forever			
6	Beside the negative concerns over the impact of PT AMS, there are some hopes from the communites. They wish that the existence of oil	- Conduct village road maintenance where the company's vehicle frequently used	- Village road maintenance plan is available - CSR program is planned and budgeted	Continuous Continuous

No	Social Issues	Management Plan	Monitored Indicator	Periode
	palm pantation in their area could help them to improve the village infrastructure, such as roads and clean water facilities.	- Conduct CSR Program that focussed on clean water supply for the community - Conduct CSR Program that supports and contributes on the village's public facility	- CSR program is planned and budgeted	Continuous
7	The other hope, that when the oil palm plantation has been operated, the company will hire the employee from local communities, through the selection of employees and would be adjusted between the needs of companies with the capability and expertise of each person	Company's recruitment process will be transparent, showing prioritize for local communities based on the skill and educational level	Composition of worker, based on the place of origin	Continuous
8	They also expect social commitment from the company. They wish company will support to improve the quality of education, health and the preservation of local cultures in their villages	Education, health and local culture preservation is integrated in PT AMS CSR program planning and budgeting	Number of program that related to education, health and local culture preservation	Continuous
9	Cegolak Village, the village government hopes the company also helps facilitate the issue of village boundaries are increasingly vulnerable and raises the potential for conflict is high. The company is expected to facilitate the issue of the boundaries of this village since the border conflict between these villages appeared one of them triggered by land acquisition issues of corporate			
10	Traditional law is still held strongly	Traditional law and Demung adat is	Number of event related	Continuous

No	Social Issues	Management Plan	Monitored Indicator	Periode
	by the community. Therefore, in every village they have leaders or elders they call Demung Adat. The role of Demung Adat is to lead and coordinate the events and rituals ceremonies / traditions of the local community	preserved under CSR program, especially local culture preservation program	with local law / local culture preservation	
11	The health of society is heavily influenced by the condition of "environmental health" is not good, because it was some disease that often appears in the suffering communities and around the estate are location permit ARI (acute respiratory infection), Malaria and Diarrhea	Health program will be conducted as part of CSR program, this will include mass medication, specific disease control and birth control program	Number of health program being conducted	Continuous
12	Cegolak Village, there is wishes of the people to liberate their land to mining company first, or if it has been released to the oil company, hoped to be transferred to mining companies that give compensation for destroyed crops is higher than oil palm plantations and then submitted to oil companies			

4c. Summary of Management and Mitigation Plans (HCV)

The HCV development and preparation of management & monitoring plans

The HCV development and preparation of management & monitoring plans were based on the result of the HCV assessment which was administered in April 2013 by independent consultants from SAN who has been personality accredited and approved by RSPO. This process provides data and information related to the presence of the HCV areas in the Permitted Location (Ijin Lokasi) of PT AMS, the key HCV elements, the actual conditions included the potential threats, and the recommendations for the management.

The HCV development and preparation of management & monitoring plans were implemented with the aim to provide guideline for the company in planning and management of its programs or activities in managing the HCV present within the concession area. The purpose was to enable all the available resources to be focused, integrated and effective in order to achieve the HCV management outcome. The purposes of this management and monitoring document were:

1) To ensure that the identified and assigned HCV areas are under protection and in a well managed state so that their HCV functions are well preserved;
2) To enhance the administration of the management and monitoring in the sense that the process carried out is more systematically according to the legal procedures.

Plan for HCV Monitoring and Regular Review of Data

The basic programs and activities that fulfill the HCV management are in regular monitoring and review. The purpose of review is to measure the achievements, effectiveness, efficiencies, impacts, and sustainability of the programs. Thus, the purpose of monitoring is to evaluate whether the activities run as they are expected; whether the outputs of the process are as they were projected previously; and whether the resources investments (human, fund, time) are as they were planned.

Monitoring and review are aimed to a set of indicators as the key performance indicators and should be managed systematically, consistently, and well documented. The monitoring should be implemented regularly and it is dependent on the classifications of the activities and the target indicator to evaluate the review should be conducted at the end of the management periodical plan, that is in the end of the third years (summative review) and every six months (formative review).

Management and mitigation plans for threats in HCV areas.

The identified basic activities which are planned to run in order to achieve the basic targets for the enhancement and maintenance of the HCV areas are:

1. Identification, documentation and recondition of baseline HCV elements and that threatents.
2. Socialization to (management, worker, and local peoples) the HCV area regarding the existence and importance of protecting HCV areas.
3. Develop dialogue and facilitate people for making like-minded of HCV management.
4. Dialogue with stakeholders, especially government for increasing protecting HCV elements and areas.
5. Monitoring of land clearing activity.
6. Measuring fluctuation activity of water level on rainy season and dry season as *baseline* in rivers which have the important function as the catchment areas.
7. Avoid/minimizing superficial of river with GAP (Group Agriculture Policy) which is land clearing until maintenance and harvesting.
8. Recondition and making the policy and procedure (SOP) which is supporting the effectiveness of HCV management.

There were several oil palm planting on land identified as an HCV Area. Against this, the company will conduct a Land Use Change (LUC) analysis and improvement of rehabilitation on the area by doing enrichment with local plants that have been suggested in the HCV identification report of PT AMS.

Table 7. Area Management Plan HCV PT AMS

No	NAME	HCV	WIDE (ha)
1	Sungai Batu benteng	4.1.	8,32
2	Sungai Gerunggang	4.1.	108,80
3	Sungai Keribang	4.1.	23,03
4	Sungai Kerta/Sungai Belantikan	4.1., 5	39,09
5	Sungai Lubang Tapah	4.1., 5	1,72
6	Sungai Parapan	4.1., 5	51,90
7	Sungai Pemahan	1.1., 1.3., 1.4., 2.3., 4.1.	130,03
8	Sungai Pengukuran	4.1.	4,93
9	Sungai Riam Kambing	4.1., 5	28,01
10	Sungai Semayong	4.1.	8,61
11	Sungai Serempang	4.1.	86,77
12	Sungai Sindor	4.1.	41,46
13	Bukit Batu Bolah	1.1., 1.2., 1.3., 1.4., 2.3., 4.1., 4.2.	29,42
14	Bukit Blok C49-51	4.1., 4.2.	31,80
15	Bukit Blok C69-70	1.1., 1.3., 1.4., 2.3., 4.1., 4.2.	15,70
16	Bukit Durian	4.1., 4.2.	62,87
17	Bukit Pebantan	4.1., 4.2.	300,40
18	Bukit Pelingkan	4.1., 4.2.	19,91
19	Bukit Pembuluh	4.1., 4.2.	22,95
20	Bukit Siantau	1.1., 1.3., 1.4., 2.3., 4.1., 4.2.	41,91
21	Bukit Sulung	1.1., 1.2., 1.3., 1.4., 2.3., 4.1., 4.2.	144,47
22	Batu Nunggul	6	0,005
23	Punjung Watu karam	6	0,005
	TOTAL		**1.202,12**

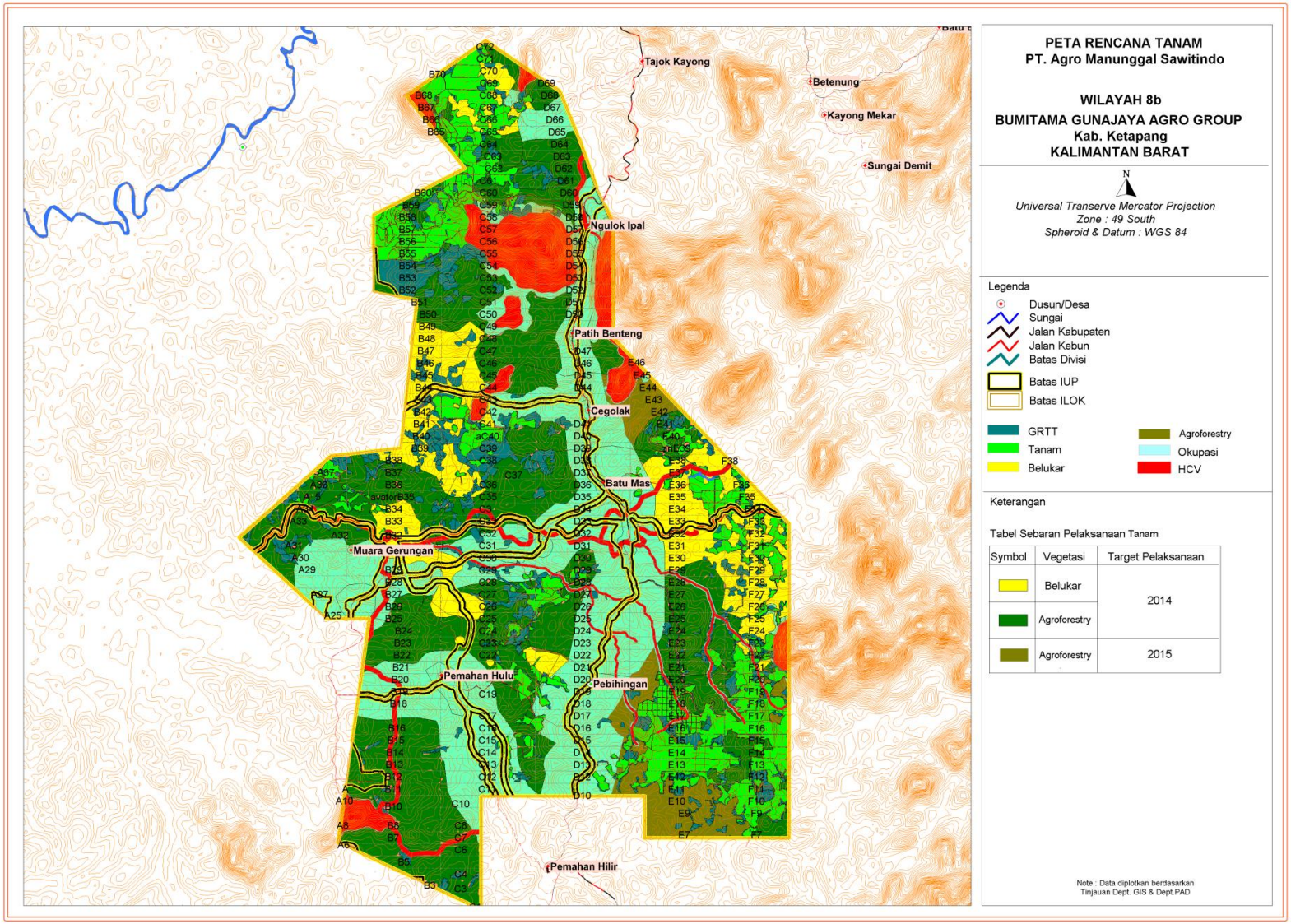


Figure 5 HCV Map PT AMS over lay with Plantation Bussines Permit and management plan for planting

Table 7. Summary of Management and Mitigation Plans (HCV)

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 1.1. Areas that contain or provide biodiversity support function to protection or conservation areas	• Riparian of the Pemahan River • Block C69-70 Hill • Batu Bolah Hill • Sulung Hill • Siantau Hill	• 50 meters riparian of the Pemahan River determinations • Socialization the HCV 1.1 areas to all staf and stakeholders • Arrangement and measurement of boundary, and also laying demarcation, involving local governmen forces, public figures and community representatives • Authentication of protected area demarcation document known by the related side • Fitting signboards of the HCV 1.1 areas and protected areas, especially in the area around villages and the path traveled by the community and staff • Enrichment of plants in the riparian areas especially with plantf of wildlife feed • Maintenance of demarcations, signboards, and mark on trees periodically	• 6 months • Every 1 year • 1 year • 1 year • 3 Years • Every 6 month	• Disturbance intensity of the HCV 1.1. area, including illegal logging & fire hazard • the effectivity of socialization to communities and participation of community to secure the protected area • Actual implementation and success rehabilitations againts HCV 1.1, including enrichment of plants • Trend changing of flora & fauna, also aquaic biota, monitored in the permanent sample plots with a sampling intensity 0.1% • Qualtiy of boundary and signboards • Water quality, micro climate quality	• Continuously in every month • Every 6 month • Every 6 month • Every 1 year • Every 6 month

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
HCV 1.2. Critically endangered species	• meranti merah (*Shorea almon*) at : - Batu Bolah Hill - Sulung Hill	• Do marking on individual plants that can not be cleared • Socialization HCV 1.2 areas to staff and the community • Put signboards HCV 1.2 areas and prohibition to cut down the plants • Make a standard operating procedure to identify and protection of flora & fauna are protected • Identify wildlife periodically • Enrichment of plants	• 6 months • 6 months • 6 months • Every 1 year • Continuous	• meranti merah (*Shorea almon*) population periodically • Actual implementation and success rehabilitations and enrichment againts HCV 1.2	• Every 1 year
HCV 1.3 Area that contain habitat for viable populations of endangered, restricted range or protected species	• Riparian of the Pemahan River • Block C69-70 Hill • Batu Bolah Hill • Sulung Hill • Siantau Hill	• Inventory of flora and wildlife population, include density and distribution of population, also the quality of their habitat • Arrangement and measurement of boundary, and also laying demarcation • Socialization HCV 1.3 area to staff and the community • Put signboards HCV 1.3 areas and prohibiton of illegal hunting & wildlife disturbance in that areas. Coordinate with Forestry Agency and regional conservation center for the management of the wildlife population • Enrichment of plants in that protected areas, especially with local plants	• Every 1 year • 6 months • 6 months • 6 months	• Intensity of interference to area which have HCV 1.3, including prohibiton of illegal hunting & wildlife disturbance, usage of hazardous & toxic materials and also fire hazard • Inventory of flora and wildlife habitat • Variety conditions and wealth of flora fauna species periodically • Presentation growth and death of enrichment plants • Actual implementation of activities and the survival of rehabilitated against HCV 1.3 areas • Effectivity of securing HCV 1.3 areas	• Every 3 month • Every 1 year • Every 1 year • Every 6 month • Every 1 year • Every 6 month

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
		• Rehabilitation at the protected areas which has been conversion to palm oil plantation • Securing HCV 1.3 areas from land conversion, illegal logging and illegal hunting • Maintenance of waters ecosystem, incude the depth of the river, water quality, population of aquatic biota • Socialization to the worker and communities pariodically	• 3 Years • Continuous • Continuous • Continuous • Every 1 year		
HCV 1.4. Areas that contain habitat of temporary use by species or congregations of species	• Riparian of the Pemahan River • Block C69-70 Hill • Batu Bolah Hill • Sulung Hill • Siantau Hill	• Arrange and measurement of boundary, and also laying demarcation • Socialization the HCV 1.4 areas to all staf and stakeholders, periodically • Put signboards in HCV 1.4 areas • Enrichment of plants in HCV 1.4 area, especially with feed crops • Securing HCV 1.4 areas from land conversion, illegal logging and illegal hunting • Rehabilitation at the protected areas which has been conversion to palm oil plantation • Socialization to the worker and	• 6 months • 6 months • Every 1 year • 6 months • 3 Years • Continuous	• Wildlife Population; density, distribution and teritory, also age and sex ratio • Variety conditions, wealth and habitat of flora fauna species periodically • Water quality • Intensity of interference to area which have HCV 1.4 including prohibiton of illegal hunting & wildlife disturbance, usage of hazardous & toxic materials and also fire hazard	• Every 1 year • Every 1 year • Every 6 month • Every 3 month

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
		communities pariodically			
HCV 2.3. Areas that contain two or more contiguous ecosystem	• Riparian of the Pemahan River • Block C69-70 Hill • Batu Bolah Hill • Sulung Hill • Siantau Hill	• Arrange and measurement of boundary, and also laying demarcation • Socialization the HCV 2.3 areas to all staf and stakeholders, periodically • Put signboards in HCV 2.3 areas • Securing HCV 2.3 areas from land conversion, illegal logging and illegal hunting • Rehabilitation at the protected areas which has been conversion to palm oil plantation • handling of hazardous and toxic materials use in the area near a river bank • Pest eradication Handling that is feed predatory wildlife by not using pesticides and pest populations are still leaving as part of the feed predatory wildlife with a sufficient number • Socialization to the worker and communities periodically	• 6 months • 6 months • Every 1 year • 6 months • 3 Years • Continuous	• Wildlife Population; density, distribution and teritory, also age and sex ratio • Variety conditions, wealth and habitat of flora fauna species periodically • Water quality • Intensity of interference to area which have HCV 2.3 including prohibiton of illegal hunting & wildlife disturbance, usage of hazardous & toxic materials and also fire hazard • Monitoring the use of Hazardous Substances Toxic that might contaminate the water district	• Every 1 year • Every 1 year • Every 6 month • Every 3 month
HCV 4.1. Areas or ecosystem important for the provision	• Riparian of the Gerunggang River • Riparian of the Pemahan River • Riparian of the Kerta/ Belantikan River	• Arrange and measurement of boundary, and also laying demarcation for HCV 4.1 Areas • 25 to 100 meters riparian determinations • Socialization the HCV 4.1 areas to	• 6 month • Every 1 year	• Intensity of interference to area which have HCV 4.1 (erosion, clearing, logging, fire hazzard) • Implementation of activities and percentage of land cover plant in the area of rehabilitaton, also care	• Every 6 month • Every 1 year

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
of water and prevention of flood for downstream communities	• Riparian of the Keribang River • Riparian of the Riam Kambing River • Riparian of the Parapan River • Riparian of the Serempang River • Riparian of the Semayong River • Riparian of the Sindor River • Riparian of the Batu Benteng River • Ripaian of the Pengukuran River • Riparian of the Lubang Tapah River • Pebantan Hill • Pembuluh Hill • Pelingkan Hill • Durian Hill • C69-C70 Hill • Batu Bolah Hill • Siantau Hill • Sulung Hill • C49-C51 Hill •	all staf and stakeholders • Put signboards in HCV 4.1 areas • Inventory physical condition of HCV 4.1 areas • do not do the cleaning cover crop (cover crops) in areas located near the river, in order to control the contamination fertilizers and chemicals • Enrichment of plants in HCV 4.1 area, especially with feed crops • Securing HCV 4.1 areas from land conversion, illegal logging and illegal hunting, usage of hazardous & toxic materials and also fire hazard • Vegetation inventory in HCV 4.1 area	• 6 month • 3 Year • Continuous • Every 1 year	monitoring against HCV 4.1 • Debit and water quality of the river, periodically • Erosion rates in steep slope areas • River sedimentation rates	• Every 6 month • Every 6 month • Every 6 month
HCV 4.2	• Pebantan Hill • Pembuluh Hill • Pelingkan Hill • Durian Hill • C69-C70 Hill • Batu Bolah Hill • Siantau Hill	• Socialization the HCV 4.2 areas to all staf and stakeholders • Arrange and measurement of boundary, and also laying demarcation for HCV 4.2 AreasPut signboards in HCV 4.2 areas • Securing HCV 4.2 areas from land	•	• Intensity of interference to area which have HCV 4.2 (erosion, clearing, logging, fire hazzard) • Implementation of activities and percentage of land cover plant in the area of • Erosion rates in steep slope areas	• Every 6 month • Every 1 year

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
	• Sulung Hill • C49-C51 Hill	conversion, illegal logging and illegal hunting, usage of hazardous & toxic materials and also fire hazard • Inventory physical condition of HCV 4.2 areas • Enrichment of plants in HCV 4.2 area, especially with local plants • Implementation of principles of soil and water conservation • Making the terraces on the planting area, followed by the planting of cover crops •			• Every 6 month
HCV 5	• Lobang Tapah River • Riam Kambing River • Belantikan/ Kerta River • Parapan River •	• Socialization the HCV 5 areas also springs as a source of drinking water and sanitation for communities to all staf and stakeholders • Arrange and measurement of boundary, and also laying demarcation for HCV 5 Areas • Put signboards in HCV 5 areas • 25 to 100 meters riparian determinations • Securing HCV 5 areas from land conversion, illegal logging and illegal hunting, usage of hazardous & toxic materials and also fire hazard • Counseling to the worker and communities periodically	•	• Reduced conflicts that happens due to implementation of FPIC in land acquisition • Monitoring of the result of the agreement partciptive mapping process in the community areas • Intensity of interference to area which have HCV 5 (erosion, clearing, logging, fire hazzard)	•
HCV 6	• Punjung Watu Karam • Batu Nunggul	• Inform the presence of the sacred area in Pateh Benteng and Cegolak	•	• the existence of predefined areal periodically	•

HCV	Location	HCV's Management	Time Plan	Monitored Indicators	Time Plan
		village to the Department of Culture and Tourism of Ketapang. • Maintain and preserve rare and endemic vegetation inside the region • Put signboards related to the presence of HCV 6. • Preserving Gerunggang Dayak culture with traditional ceremony in the Punjung Watu Karam.and Batu Nunggul • Socialization the existence of an important area for local cultural identity, trees or plants are rare and significant value customarily to all employees and communities • Participate to promote Gerunggang Dayak culture as an effort to preserve the tradition by developing cultural tourism		• Improve the areal limits set in a participatory manner when there is a broken and clean acreage from the bush or plant other bushes. • utilization of areal that already established by recording activities customary rituals performed by the local community • effectiveness of counseling and socialization activities performed especially for the employee, contractors and employees, about existence HCV 6 area • Socio-economic conditions and cultures communities monitoring periodically	

RSPO

Internal Responsibility

Document of Identification HCV and management & monitoring plan and Document of Social Impact Assessment management and monitoring plan PT Agro Manunggal Sawitindo has been approved by the management in April 2014.

Proposed by

Diar Hasymi Damanik
Sustainability Dept Head
Date: 20 June 2014

Yohanes Agung Baskoro
CSR Dept Head
Date: 20 June 2014

Agreed by

Lim Sian Choo
Senior General Manager
Date: 20 June 2014

Francisca Tiurma Damanik
CCS Group Dept Head
Date: 20 June 2014

Approved

Management
PT Agro Manunggal Sawitindo,

Maman Aliman Utardi
General Manager
Date: 20 June 2014