

New Planting Procedure - Summary of Integrated Management Plan



NPP Reference Number	RSPO-PC-A31-NPP-AUDRPFIN-ms-RB for RSPO New Planting Procedure (NPP) 2021
Country of the NPP submission:	Indonesia
RSPO Membership Number	1-0014-04-000-00
Reference to the management unit management plan	<ul style="list-style-type: none"> • HCV assessment has been reviewed by HCV-RN with satisfactory result on 3 January 2019 • Standalone HCS assessment has peer-reviewed dated on 3 January 2019 • Environmental impact assessment (EIA) has been conducted - The Environmental Management & Monitoring Effort (UKL-UPL). It has approved by the relevant government agency • Social impact assessment, FPIC and Soil & Topography by Remark Asia - in 2017 • GHG assessment was carried out in 2017 and it has been re-assessed and re-calculated in end 2024 to reflect the current situation of the development area.
Name(s) of estate(s) covered under this management plan:	Koperasi Garuda Maju Bersama

1. SEIA

Action Plan for New Oil Palm Plantation - Social-Environmental Impacts

Potential Impact	Management Recommendations	Timeline	Monitoring Recommendations	Timeline
<p>Socialization of Activities :</p> <p>Changes in society's social and cultural conditions - community attitudes and perceptions, which have the potential to cause public unrest and potential conflict</p>	<ul style="list-style-type: none"> • Carry out continuous review and outreach both formally and non-formally to community regarding the implementation of environmental and social management that has been, is being and will be carried out, during the development. • Provide responses and answers to inquiries from the community. • Hold socialization before land clearing activities begin involving landowners, traditional leaders, village consultative bodies (BPD), village officials, sub-districts and the National Land Agency (BPN) • Carrying out Cooperative Annual Member Meeting (RAT) • Partnership with local contractors for Cooperative development 	<p>Annual</p> <p>Annual</p> <p>Once, before land clearing</p> <p>Annual Continuous</p>	<ul style="list-style-type: none"> • Conduct interviews with communities to assess the effectiveness of monitoring the impact of social jealousy, community unrest and social conflict because of land provision in the context of land acquisition for the Cooperative • Establish partnerships with local contractors by awarding work contracts related to land clearing, planting, and transportation 	<p>Annual</p> <p>Continuous</p>
<p>Tenurial</p> <p>Land supply - related to land acquisition/expansion and compensation (plasma & non plasma) :</p> <p>Changes in society's social and cultural conditions - community attitudes and perceptions, which have the potential to cause public unrest and potential conflict</p>	<ul style="list-style-type: none"> • Conduct land inventory (including non-plasma areas) within the Cooperative area • Pay land compensation in accordance with agreements and provisions without going through intermediaries and are documented in the form of receipts and photo. • Implementation of activities does not begin before the compensation and compensation agreement is completed • Monitoring and completing documents for Prospective Farmers/Farmers Locations (CPCL) 	<p>Once, unless there is new area</p> <p>Once, unless there is new area</p> <p>Once, unless there is new area</p> <p>Annual</p>	<ul style="list-style-type: none"> • Identify potential farmers at prospective locations together with the agricultural service • Monitor village administrative boundaries and boundaries of land owned by Cooperatives (Plasma and non-Plasma) • Periodic socialization to Cooperative administrators regarding Cooperative area boundaries and Cooperative area expansion plans (if any). 	<p>Annual</p> <p>Continuous</p> <p>Annual</p>

Potential Impact	Management Recommendations	Timeline	Monitoring Recommendations	Timeline
Employee Recruitment: Public unrest and potential changes in attitudes and perceptions	<ul style="list-style-type: none"> • Ensure compliance with regional minimum wage standards. • Routinely report Cooperative's workers data to the relevant government agencies. • Prioritize the employment of local workers from villages surrounding the plasma location. • Distribute worker acceptance proportionally among villages around the activity location, where feasible. • Ensure socialization and transparency in workforce recruitment 	Continuous Annual Annual Annual Annual	<ul style="list-style-type: none"> • Monitor recruitment data for workers from the surrounding community and Cooperative members as activity managers. • Track worker data for the operation of the cooperative. • Conduct interviews with workers and community members/participants of the Cooperative regarding recruitment. 	Annual Annual Annual
Legal Compliance	<ul style="list-style-type: none"> • Review agreements between Cooperative and company regarding assistance on land acquisition, expansion and legalization/compliance. • Review the legality of the land resulting from the acquisition • Determine Cooperative management and appointment of representative 	Annual Annual Annual	<ul style="list-style-type: none"> • Hold regular meetings between Cooperative management and the company to discuss legal aspects of the Cooperative, fresh fruit bunches (FFB) sales agreements, profit-sharing reporting and payment, the Cooperative's debts, and the facilities provided by the company • Monitoring company obligations to laws and regulations such as reporting UKL-UPL to Department of Environment (DLH), and reporting to other agencies • Cooperative administrators coordinate with company legal team and relevant government agencies on the application of HGU or equivalent • Hold meeting to appoint representatives from 3 eligible villages 	Annual Annual Annual Annual
Human Resources Training	<ul style="list-style-type: none"> • Collaborate with company on training/capacity building 	Annual	<ul style="list-style-type: none"> • Conduct training for Cooperative administrators and employees regarding best management practices on plantations • Socialization to Cooperative managers and employees regarding RSPO principles, sustainable policies, and occupational safety and health 	Annual
Land Clearing :	<ul style="list-style-type: none"> • Conduct land clearing in accordance with planned area • Carry out land clearing for supporting facilities areas in accordance with the needs of estate infrastructure. 	Once, unless maintenance is required	<ul style="list-style-type: none"> • Install and maintain boundary markers • Supervise land clearing activities by: <ul style="list-style-type: none"> - Monitoring the creation of channels, drainage systems, and control ponds at each drainage intersection. 	Annual

2. HCV areas and HCS forests

Action Plan for New Oil Palm Plantation – HCV / HCS areas

HCV Description	Potential Threat to HCV Area	Management Recommendations	Monitoring Recommendations	Timeline
HCV 1,2,3,4,5 Forest area (secondary swamp forest), river and riparian areas, with flora and fauna habitats - River and Riparian areas: S.Sampiding	✓ Deforestation, land clearing, and riverbanks opening for production activities and infrastructure i.e. plantation establishment, roads, settlements, etc by communities or cooperation	✓ Inform and communicate with the communities in the surrounding about flora and fauna diversity and its environmental services provided by the areas, e.g: as water provider and fire break ✓ Establish sign boards stating illegal logging and land clearing prohibition across forests and riverbanks in HCV areas. ✓ Develop village regulation/customary regulation that prohibit logging and land- opening in the area of HCV for commercial use.	✓ Conduct participatory survey /patrol to prevent land opening on the forest areas regularly. ✓ Enforce village /custom regulations to prevent land opening or illegal logging on HCV areas.	Once at time of land opening
	✓ Illegal logging and wild animal hunting in the forest areas or riverbanks	✓ Formulate regulations that prohibit illegal logging and animal hunting around PT KMA's smallholder concession. ✓ Socialization to staff and communities about the importance of flora and fauna diversity: rare species, vulnerable or endangered species or endemic species in the HCV areas especially for ecosystem stability. ✓ Establish sign boards stating illegal logging and land clearing prohibition across forests and riverbanks in HCV areas	✓ Patrolling periodically and consistently, especially in the area that is prone to illegal logging and animal hunting. ✓ Undertake inventory of protected, vulnerable, endangered, and endemic flora and fauna in the area of HCV and around plantation at least once a year	Annual Annual

HCV Description	Potential Threat to HCV Area	Management Recommendations	Monitoring Recommendations	Timeline
	✓ Forest Fire	<ul style="list-style-type: none"> ✓ Capacity building for community representative and cooperative members at forest fire prevention. ✓ To provide fire extinguishers kit supported by PT KMA (such as water pump, hose, etc). ✓ To provide Standard Operational Procedure as forest fire mitigation. ✓ To provide water ponds (embung) ✓ To install sign boards of forest fire hazard ✓ To install index board of forest fire hazard ✓ Socialisation about forest fire, to PT KMA staff and communities around concession area. ✓ Collaborative act between the company and community in form of Masyarakat Peduli Api (forest fire caretaker organization from local people). ✓ Fire Extinguishers training 	<ul style="list-style-type: none"> ✓ Patrolling periodically and consistently especially during the dry season. ✓ Hotspot monitoring routinely at the dry season ✓ Renewing index board of forest fire hazard, every changing season (rainy or dry season) 	Annual Daily Daily

3. Stakeholder and local people engagement (FPIC process)

Objective(s)	Action(s)	Timeline
Community dependence on companies is not balanced with labour needs	Accelerate the realization of Smallholder plantations to increase employment opportunities and increase income for community members. All heads of families in the village are accommodated as members of the cooperative.	Annual
Lack of communication between management and cooperative members	To accompany and harmonize understanding between the cooperative management and the community. Eg. to provide information in the form of infographics regarding data transparency required by the community	Annual
Each village does not have the same understanding regarding cooperative management	The company should hold regular meetings for all cooperative administrators from the three villages to jointly discuss and agree on cooperative management. This includes addressing key issues such as the distribution of dividends among all members for future results.	Annual
Information about the scheme for Result	The company must agree with the cooperative regarding the profit-	Annual

	sharing scheme that will be implemented before planting takes place	
Land owners who do not want to carry out land acquisition	The cooperative accompanied by the company create cooperation schemes with potential partner farmers whose oil palm plantations are already established and are not willing to be sold to the cooperative.	Annual
Minimalize conflict with community related to land tenure and smallholder management	Collect data of around community as landowner and smallholder members	Annual
Increase capacity of administrator and member of smallholder in smallholder management	Conduct organization training and management/account training to the smallholder administrator	Annual

4. Soil and Topography

Koperasi Garuda Maju Bersama area is dominated by one type of soil which is Typic Udipsamments/Entisol. It has deep soil section (>1m). In general, it falls under S2 class which is deemed suitable for oil palm development. The topography of this area is flat ground (0-8%) – 287.41 ha, Undulating (8-15%)-32.28 Ha and Rolling (15-24%)-3.21 Ha. 70 % of the total NPP area is mainly dominated by flat ground.

For sandy soils, the application of organic matter (e.g: EFB, beltpress cake) is essential to enhance water retention and soil fertility. Similarly, high-organic soils, such as muck, require meticulous water management and soil fertility enhancements to sustain productivity and mitigate environmental risks. These practices are in line with Indonesia's dedication to sustainable palm oil production, as outlined in the national interpretation of the RSPO principles and criteria.

In addition to the practices mentioned above, the following Good Agricultural Practices are recommended to promote optimal oil palm growth and development:

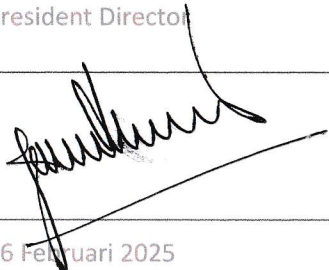
No	Actions	Timeline
1	Place cut fronds which are rich in nutrient & organic matter in both inter-palm/interrow spaces to reduce bare ground and surface run-off	continuous
2	Prohibits throwing cut fronds into drains, sump, silt pits and run-offs	continuous
3	Avoid high thick frond heaps and stack loosely on inter-rows and inter-palm spaces to: <ul style="list-style-type: none"> mitigate high fertilizer leaching loss when fertilizers are broadcasted on thick frond heaps. shield topsoil from surface run-offs as well as promote build-up of organic matter 	continuous
4	Prolong the presence of leguminous cover crop (LCC) and promote establishment of soft grasses in inter-rows for good control of erosion and surface run-off.	continuous
5	Construct terraces at slopes (15-24%) to reduce soil erosion – for rolling areas	where applicable

6	Apply fertilisers efficiently to every palm with the right utensils, proper placement, correct timing and rates to achieve optimum nutrients uptake for good palm growth and yields.	continuous
7	Ensure good planting materials are used and selected for planting	At time of planting / supply

5. GHG

Objective	Plan	Action(s)	Timeline
Protection for conservation areas (HCV and HCS areas)	<ul style="list-style-type: none"> a) Safeguard conservation areas from any disturbance (fire, encroachment, etc.). b) Monitor any land clearing activities near conservation areas. c) Disseminate information on conservation areas and their protection to workers, community and land clearing contractors. d) Establish and maintain conservation area physical boundary markers (demarcation) and information boards in the field. e) Safeguard conservation areas from contamination arising from maintenance activities in plantation areas 	<ul style="list-style-type: none"> a) Monitor the conservation area boundary markers and information boards. b) Monitor land clearing progress. c) Photograph canopy stand cover in monitoring locations in the conservation areas d) Monitor any threats and disturbances to conservation areas through regular patrol. This can also involve workers and community 	At time of land clearance and annual
Oil palm biomass growth	<ul style="list-style-type: none"> a) Optimal oil palm plant maintenance b) Responsively and effectively avoid and/or deal with pest and disease attacks c) Carry out thinning and/or supply when necessary to optimize oil palm growth 	<ul style="list-style-type: none"> a) Optimal oil palm plant maintenance b) Responsively and effectively avoid and/or deal with pest and disease attacks c) Carry out thinning and/or supply when necessary to optimize oil palm growth 	Annual
Plantation area safety from fires	<ul style="list-style-type: none"> a) Deliver training and disseminate information on fire prevention and handling. b) Apply fire prevention action including fire patrol. c) Prepare pools or water sources in distributed locations in the plantation to deal with fire d) Record cases of fire. 	<p>Work with associated plantation to :</p> <ul style="list-style-type: none"> a) Disseminate information on fire prevention and handling. b) Patrol against fire hazard. c) Check water availability in the pools for firefighting d) Organize the fire records 	Annual
Fuel consumption in plantation operation	<ul style="list-style-type: none"> a) Manage fuel consumption through fuel rationing. b) Take generic actions for reducing vehicle fuel consumption (eg regular maintenance). 	<ul style="list-style-type: none"> a) Document fuel consumption b) Document operational vehicles' mileage and maintenance. 	Annual

Objective	Plan	Action(s)	Timeline
Fertilizer application	Optimal application of fertilizer	a) Monitor and regulate fertilizer application b) On a regular basis, document the dynamics of productivity (as the implication of fertilizer application).	Annual

6	Acceptance of Management Plans	Name of Person Responsible	Janaki Raman A/L Shanmugam
		Designation	President Director
		Signature	
		Date	26 Februari 2025