




New Planting Procedure - Summary of Integrated Management Plan

 Roundtable on Sustainable Palm Oil		
NPP Reference Number	CU-884206-NPP	
Country of the NPP submission:	Indonesia	
RSPO Membership Number	2-0907-18-000-00	
Reference to the management unit management plan	<ul style="list-style-type: none"> • Environmental Impact Analysis (UKL-UPL) of PT. Mentari Pratama, was approved by the relevant government agency in April 2023. • Social Impact Assessment (SIA) of PT Mentari Pratama by independent consultant (Hijau Daun), was carried out in June 2023. • Integrated HCV-HCS assessment of PT Mentari Pratama by ALS independent consultant (Hijau Daun), satisfactory in July 2024. • FPIC Process (Land Tenure and Land Use Study by Participatory Mapping), was carried out in February - October 2023. • Soil and Topography Survey (Land Suitability Assessment Report for Additional Permit of PT Mentari Pratama), was carried out in July - August 2023. • GHG Assessment for New Development in On-going Oil Plam Expansion PT Mentari Pratama, was carried out in August 2024. 	
Name(s) of estate(s) covered under this management plan:	PT. Mentari Pratama II	

1	SEIA	No	Objective(s)	Action(s)		Timeline
				Management	Monitoring	
1	Minimizing the deterioration of air quality	<ul style="list-style-type: none"> a) Carry out Mobilization of Operational Equipment and Vehicles during the day and in sunny weather. b) Conduct periodic vehicle emission testing. 	<p>Conduct ambient air testing and the analysis results refer to the Ambient Air Quality Standards, Appendix VII of Government Regulation Number 22 of 2021 concerning the Implementation of Environmental Protection and Management.</p>	Monitoring of the decline in air quality is monitored every 6 (six) months during the Mobilization of Operational Equipment and Vehicles.		
2	Employment opportunity	<ul style="list-style-type: none"> a) Prioritizing the community in the Titi Baru, Jelayan, Natai Panjang, Suka Damai, Tanjung Maloi, Batu Beransah and Mahawa Villages, Tumbang Titi District as outsourced and permanent workers. b) Make a work agreement for outsourced and permanent workers between the two parties containing the terms of work, rights and obligations of the parties. c) Provide the rights of outsourced and permanent workers as regulated in the employment regulations. d) Provide a minimum wage system referring to the 2023 Ketapang Regency Wage (UMK) standard. 	<ul style="list-style-type: none"> a) Data collection of Outsourced and permanent workers working during the construction phase. b) Data collection of outsourced and permanent workers working during oil palm planting in accordance with Law No. 13 of 2003 concerning Manpower, Law No. 24 of 2011 concerning the Social Security Administering Body and Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation. c) Outsourced and permanent workers follow the provisions contained in Government Regulation No. 35 of 2021 concerning Fixed-Term Employment Agreements, Outsourcing, Working Hours and Rest Hours and Termination of Employment. 	During the construction of the plantation and plantation infrastructure or whenever there is an addition/resignation of workers		

			<ul style="list-style-type: none"> e) Overtime pay for workers working over 7 hours of work/day or 40 hours/week. f) Outsourced and permanent workers are included in BPJS membership including JKK, JHT and JKM. g) Outsourced and permanent workers planting oil palm are reported to the Ketapang Regency Manpower and Transmigration Office. 	<ul style="list-style-type: none"> d) Wages of Outsourced and permanent workers follow the provisions contained in Government Regulation No. 36 of 2021 concerning Wages. e) BPJS membership of PKWT workers follows the provisions contained in Government Regulation No. 37 of 2021 concerning the Implementation of the Job Loss Guarantee Program. 		
		3	Minimizing the decrease in biodiversity	<ul style="list-style-type: none"> a) During land clearing activities, do not cut down vegetation stands of protected species and those that have ecological functions for wildlife. b) Allocate land as germplasm and wildlife habitats. c) Carry out development of plantation facilities and infrastructure in stages. 	Conducting wildlife surveys and vegetation analysis	Every 6 (six) months during the construction of plantation facilities and infrastructure.
		4	Minimizing pollution from Toxic and Hazardous Waste	<ul style="list-style-type: none"> a) Provide a special building as a temporary storage place for Toxic And Hazardous waste. b) Carry out temporary storage of Toxic And Hazardous waste. c) The Temporary Disposal Site of Toxic And Hazardous 	<ul style="list-style-type: none"> a) The procedures and duration of storage and management of Toxic and Hazardous waste permits refer to the Regulation of the Minister of Environment and Forestry Number 6 of 2021 concerning Procedures and Requirements for the Management of Hazardous and Toxic Waste. 	Management and monitoring of storage of category 1 Toxic And Hazardous waste for 180 days and the storage period for category 2 waste for 365 days since

				<p>Waste (TPS LB3) will be made to be placed with pallets/racks for storing Toxic And Hazardous waste.</p> <p>d) Each type of Toxic And Hazardous waste stored in containers/boxes and drums/jerrycans at the TPS LB3 will be labeled with Toxic And Hazardous Waste symbol.</p> <p>e) Create an SOP for handling Toxic And Hazardous waste.</p> <p>f) The dimensions and shape of the TPS LB3 building to be built will be consulted with the Ketapang Regency Public Housing, Residential Areas and Environment Service.</p> <p>g) Prepare Technical Details for Temporary Storage of Hazardous and Toxic Waste contained in environmental documents and integrated with the Environmental Approval.</p> <p>h) Cooperate (MoU) with third parties who have a Toxic And Hazardous Waste Collection and Transportation Permit.</p>	<p>b) Checking the type and volume of Toxic and Hazardous waste from the waste records (loogbook) and waste balance of PT. Mentari Pratama.</p>	<p>the Toxic And Hazardous waste is generated follows: the Toxic And Hazardous waste storage period as regulated in Article 79 of the Regulation of the Minister of Environment and Forestry Number 6 of 2021 concerning Procedures and Requirements for Management of Hazardous and Toxic Waste.</p>
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		5	Erosion control	<ul style="list-style-type: none"> a) Conduct land clearing by avoiding stripping of topsoil. b) Pile up vegetation remains from land clearing activities on sloping lands to prevent surface flow rates c) Create erosion basins and erosion markers as erosion control. d) Leave a 100-meter river buffer for large rivers and 50 meters for small rivers as a High Conservation Value Area (HCV). e) Carry out soil and water conservation measures according to the topography and slope class of the land. f) Allocate land with a slope class of >25% as a High Conservation Value Area (HCV). 	Measuring the erosion rate from erosion basins and erosion markers	Monitoring of the increase in erosion rates is monitored every 6 (six) months during land clearing and preparation.
		6	Minimizing the of noise disturbance	<ul style="list-style-type: none"> a) Carry out Mobilization of Operational Equipment and Vehicles during the day and in sunny weather. b) Requirement for the use of Personal Protective Equipment/PPE (ear plugs) for workers if it is considered too noisy. 	Conduct noise level testing using a Sound Level Meter and compare the monitoring results with the quality standards listed in the Decree of the Minister of State for the Environment Number 48 of 1996 concerning Noise Level Standards.	Noise level monitoring is carried out every 6 (six) months during the Mobilization of Operational Equipment and Vehicles.
		7	Pest and disease management	<ul style="list-style-type: none"> a) Carrying out pest and plant disease management with 	Observation of pest and plant disease disturbances and identification of types of pests and	Every time pest and plant disease

			and monitoring	<p>integrated pest and disease control (IPM) techniques.</p> <p>b) Pest and plant disease control is carried out if only an attack occurs.</p> <p>c) The use of insecticide and pesticide doses refers to the label on each package.</p> <p>d) Spraying of insecticides and pesticides is carried out during sunny weather.</p>	diseases that attack Immature Plants (IMP) and Mature Plants (MF).	treatment takes place
		8	Managing public perception and attitudes	<p>a) Conducting a proactive approach to the community in the Titi Baru, Jelayan, Natai Panjang, Suka Damai, Tanjung Maloi, Batu Beransah and Mahawa Villages, Tumbang Titi District by providing an understanding and explanation of the planned activities for the development of oil palm plantations.</p> <p>b) Conducting deliberations and reaching consensus in a family manner if environmental problems arise.</p> <p>c) Implementing the TJSL program during the pre-construction stage.</p>	<p>a) Monitoring changes in community attitudes and perceptions after socialization is carried out.</p> <p>b) Monitoring changes in community attitudes and perceptions after conducting direct boundary delimitation with land owners.</p> <p>c) Participatory observation involving community representatives.</p> <p>d) Documenting monitoring results.</p> <p>e) Surveying affected communities using questionnaires and in-depth interviews.</p>	During the pre-construction stage and During Boundary Marking and Land Acquisition process

				<ul style="list-style-type: none"> d) Conducting direct boundary demarcation with the landowner. e) Conducting GRTT according to the agreement of both parties. f) Conducting deliberation and consensus amicably if there is a problem/conflict regarding land ownership. 	<ul style="list-style-type: none"> f) Data analysis using qualitative descriptive methods. 	
		9	Minimizing traffic disruption	<ul style="list-style-type: none"> a) Limiting the speed of vehicles during Mobilization of Equipment and Vehicles of PT. Mentari Pratama. b) Mobilization of Equipment and Operational Vehicles of PT. Mentari Pratama does not run in tandem. c) Mobilizing Equipment and Operational Vehicles only during hot weather so as not to cause damage to the roads being passed. 	Observation of disruptions to road sections during Mobilization of Operational Equipment and Vehicles	Every time there is Mobilization of Operational Equipment and Vehicles
		10	Minimizing the deterioratoin of water quality	<ul style="list-style-type: none"> a) Conducting river boundary conservation of at least 100 meters of large rivers and 50 meters of small rivers located within the PKKPR area of PT. Mentari Pratama. b) Creating a sediment trap pond at the end of the drainage channel before 	Taking water samples and conducting laboratory tests and comparing the monitoring results with the River Water Quality Standards and the Like in Appendix VI of Government Regulation Number 22 of 2021 concerning the Implementation of Environmental Protection and Management.	Monitoring of water quality decline is carried out every 6 (six) months during land clearing and preparation.

				being discharged into a water body/river. c) Planting LCC after land clearing.		
		11	Wildfire Prevention and Control	<ul style="list-style-type: none"> a) Build 1 (one) fire tower unit for every 500 hectares of land developed as a plantation. b) Create grass paths and fire breaks. c) Do not burn biomass from remaining plants during land clearing. d) Establish 2 (two) land fire prevention teams and provide standard facilities and infrastructure for land fires. e) Create 1 (one) water reservoir unit for every 500 hectares of land developed as a plantation with a minimum dimension of 20 m long x 20 m wide x 2 m deep as a source of water reserves and as an estuary for runoff water/road drainage. f) Create canal dividers that can function as water reserves during the dry season. 	<ul style="list-style-type: none"> a) Land clearing techniques refer to the Regulation of the Minister of Agriculture Number 05/PERMENTAN/KB.410/1/2018 concerning Clearing and/or Cultivation of Plantation Land Without Burning. b) Regular fire patrol from firewatch tower 	Fire patrol: daily Land clearing without burning: whenever land clearing process takes place

				g) Create a road on the outer boundary of the PKKPR PT. Mentari Pratama area which functions as the outer boundary with the surrounding area which also functions as a fire break.		
		12	Worker Health	<p>a) Oil palm plantation workers are equipped with standard Personal Protective Equipment (PPE) including masks, boots and helmets.</p> <p>b) Oil palm plantation workers are equipped with Occupational Safety and Health.</p> <p>c) Each oil palm plantation work group is equipped with First Aid Kit.</p> <p>d) Create an outsourced worker employment agreement between the two parties containing the terms of employment, rights and obligations of the parties.</p> <p>e) Outsourced workers are included in social security (BPJS) membership including JKK (for work accident), JHT (for retirement), and JKM (life insurance).</p>	Observation of work accident cases in every stage of the company.	In every stage of the company, whenever work accident occur.

2	HCV areas and HCS forests	Objective(s)		Action(s)		Timeline
		Value identified	Threat (Current and Future)	Management	Monitoring	
		HCV 1	<ul style="list-style-type: none"> • Hunting • Fire • Invasive species • Logging • Agricultural clearance • Grazing of livestock in riparian areas 	<ul style="list-style-type: none"> • Agreements with the community about no hunting of birds / mammals in the HCV areas nor logging. Get support on this issue from BKSDA and police as it is technically illegal and enforced elsewhere in Indonesia but not in this area • Awareness raising in villages to discourage random fire lighting. The company has had success elsewhere with its “fire free village” program. This involves training to help fire fighting as well as offering CSR programmes if communities can get through fire season without fires. • Very little can be done about invasive species. • Agreements with the community about no clearance / logging within the HCV areas. Special protection has to be provided to high value species such as <i>Shorea</i> - socialisation and education to community on this, 	<ul style="list-style-type: none"> • Undertake bird / mammals surveys to measure changes in bird mammal abundance / presence. • Map out areas of burns. • Recording the presence of invasive species. • Monitoring using a combination of monitoring from satellite images as well as on the ground patrols and being informed by staff working in the village about encroachment or logging. • Checking that high value trees such as <i>Shorea</i> are not damaged (currently these are just seedlings). • Patrols recording the sighting of birds and mammals. 	<ul style="list-style-type: none"> • Wildlife monitoring (bird/mammals) in every two month • In case of fire • On-going • Every month by satellite and everyday by ground patrol • Everyday by ground patrol

			<p>added warning sign about high value species).</p> <ul style="list-style-type: none"> • Agreements with the villages to keep cattle out of the riparian areas. • Planting of fruiting trees within the riparian areas to encourage these areas to be used by birds and mammals, particularly as corridors. 		
HCV 2	• Not Present				• -
HCV 3	• Not Present				• -
HCV 4	<ul style="list-style-type: none"> • Burning to assist agricultural development within the riparian buffer strip. • Lack of awareness by company employees and contractors about HCV 4, particularly small river riparian buffers and mismanagement of high risk activities within buffer areas (e.g building roads through riparian areas, clearing of steep slopes). • Settlements / agricultural huts (gubuk) in riparian areas 	<ul style="list-style-type: none"> • Ensure that the communities realise that the riparian buffers are not empty land available for agriculture. This should be specifically stated in agreements and socialized to the community. • A slope survey and demarcating areas greater than 22 degrees to be reserved from development. • Awareness raising about rubbish. This is particularly bad because most villages are built in riparian areas. People from kampungs usually throw all their rubbish in the river. Assistance with rubbish collection and sewage disposal (not directly into the river). 	<ul style="list-style-type: none"> • Monitoring using a combination of monitoring from satellite images as well as on the ground patrols and being informed by staff working in the village about encroachment or logging. • Monitoring of land clearing to ensure buffers and steep areas are not cleared. • Undertaking surveys of river fish and invertebrates. Additionally, photographs should be taken of the river beds at certain points to detect changes in the siltation of rivers. Any increases in the silt load of rivers should be noted and the source of it detected (e.g. silt washing off a drain from a road) and remedial action undertaken. • Where there are changes of river course (line) located in the assessments buffer (2 km) the river buffer need to be updated 	<ul style="list-style-type: none"> • Every month by satellite and everyday by ground patrol • Everyday by ground patrol • Every month • On-going 	

			<ul style="list-style-type: none"> • People constructing huts and living (permanently or temporarily) and making gardens in riparian areas. • River changing course and destroying riparian areas • Fire – this will stop tree lined riparian strips being established / maintained. 	<ul style="list-style-type: none"> • Where there is existing planting / nursery in the riparian buffer zone area, it can be maintained and managed for 1 plant’s life cycle. Rehabilitation is recommended during replanting. 	and maintained through conservation management plan.	
		HCV 5	<ul style="list-style-type: none"> • Agricultural chemicals and siltation in the rivers. • Deforestation in the catchment causing siltation of the rivers. • Inadequate land area set aside for agriculture, leading to loss of food security. • Claims and disputes on land. • Continued agricultural expansion putting increased pressure on natural areas. Most likely this will be caused by oil 	<ul style="list-style-type: none"> • Ensuring all rivers have adequate buffers and there is no clearing of steep slopes. • Making official complaints to the police about illegal forestry and mining activities in the catchments. • Ensuring adequate areas are available for the community to garden and collect natural materials (outside the assessment area). • Mapping of current agricultural lands and ensuring the area is sufficient to meet current and future food security needs. This is to ensure security of the land and 	<ul style="list-style-type: none"> • Water monitoring should start right now (prior to development) to enable a baseline to be established. This should test for agricultural chemicals, as well as silt load. It should take place both upstream and downstream of development. • Ensuring police take action against illegal forestry and mining activities. • Monitor against HCS metrics of 0.5 ha of garden land per person available. • Mapping of the number and size of fires. • Monitoring recommendations for HCV 1 & 4 will overlap with HCV 5 and are not repeated. 	<ul style="list-style-type: none"> • Twice a year by test laboratory and every month by visual monitoring. • On-going • On-going • In case of fire • On-going • On-going


			<p>palm companies that are not RSPO members nor have a “no deforestation commitment”</p> <ul style="list-style-type: none"> • Fires in el nino years. • Community harvesting of timber in HCV Areas. Especially high value trees such as Shorea. 	<p>right to use the land in the future.</p> <ul style="list-style-type: none"> • On-going fire-fighting to put out fires before they get large and uncontrollable. This must involve collaboration with the community (e.g. the community not lighting fires, the community reporting fires and assisting to extinguish them). Collaboration with government agencies and the community to ensure fires don’t break out in the first place • An agreement made with the community not to harvest trees in the HCV Areas. In exchange as part of the CSR programme the company will help with public amenities e.g. mosques, bridges, churches etc. • Special protection has to be provided to high value species such as Shorea (sosialisation and education to community on this, added warning sign about high value species). 	<ul style="list-style-type: none"> • Checking that high value trees such as Shorea are not damaged. 	
		HCV 6	<ul style="list-style-type: none"> • Inadvertent clearing of the area around the HCV 6 areas. 	<ul style="list-style-type: none"> • Prior to land clearing ensure the area is well demarcated so the possibility of errors is minimized. 	<ul style="list-style-type: none"> • Ensuring the nature of the cultural site is maintained. 	<ul style="list-style-type: none"> • Every four months.

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		obtain from the KKPA	talangan, fee charged for plantation management, mechanism that the cost of getting the crop to maturity will be deducted off future payments, and mechanism that the cost of replanting will be deducted off future payments.	consultation or if the development of KKPA will be carried out.
8	Plasma development can be a positive thing for the community	<ul style="list-style-type: none"> - Ensure the results are the best choice analysis for all parties - It is advised to get the Bidang Koperasi, involved in order to review MOUs and other documents. - Conduct very clear explanations to the community about the chosen scheme, including its future impacts. - Sosialization of government regulations requiring at least 20% of the core land area are allocated as plasma. - Develop a financial reporting system that is transparent and easy to understand by cooperative members. - Ensuring regular meetings of the cooperative committee and at least an annual meeting of all members. - Cooperate and communicate with related agencies, namely the Cooperative Office, plantation offices and sub-district government offices 	Regularly, every year in stakeholder consultation or if the development of Plasma will be carried out.	
9	Following the local regulations closely	All obligations relating to regulations and legislation must be followed in the plantation expansion project.	On-going, as long as the company operates.	
10	Employment of people from local communities	Opening up employment opportunities for local villagers.	On-going, if there is a need for employees.	
11	All HCV and HCS areas are maintained from encroach by	Socialization and consultations of HCV-HCS areas and their management and monitoring	Regularly, every year in stakeholder	

		community	to the community	consultation
	12	Communities gets CSR	Socialization and consultations of allocation of CSR to the community	Regularly, every year in stakeholder consultation
	13	The networks with village representatives are maintained	Always invite the village representatives to every stakeholder consultation meeting	Regularly, every year in stakeholder consultation
	14	Fire prevention and firefighting is adequate	Socialization and consultations of fire prevention and providing firefighting training/simulation for the community	Regularly, every year in stakeholder consultation and training.
	15	Welfare Impact Assessment	Depending on Company's capacity, resources, readiness and necessity	Depending on Company's capacity, resources, readiness and necessity

4	Soil and Topography	The limiting factors present in the proposed area are soil natural fertility, effective depth, and drainage. The following table outlines the soil management plan based on the aforementioned limiting factors:		
		Objective(s)	Action(s)	Timeline
		Soil natural fertility improvement	1. Fertilizer application based on the 4R framework (right source, right method, right timing, right rate) based on the available recommendation. 2. Soil organic matter additional input according to available recommendation, such as L-shaped frond stacking between trees.	Prior to planting (during land preparation phase), in the vegetative state of oil palm, prior to generative state of oil palm.
		Soil effective depth improvement	Rock breaking for planting holes.	Prior to planting (during land preparation phase)
		Soil drainage improvement	Drainage establishment for areas prone to flooding	Prior to planting (during land preparation phase)
5	GHG	Objective(s)	Action(s)	Timeline
		Maintaining and enhancing carbon stocks within the new development areas	Threats monitoring on the conservation areas.	On-going monitoring
			Fire monitoring.	
			Land covers monitoring	
			Wildlife monitoring	
Water quality monitoring				

		Mitigating net GHG emissions associated with oil palm cultivation and processing in the new development	GHG emission calculation	Annually
			Fuel consumption monitoring	On-going monitoring
			Fertilizer monitoring	
			Fire monitoring	
6	Acceptance of Management Plans	Name of Person Responsible	Suwandi	
		Designation	General Manager PT. Mentari Pratama	
		Signature		
		Date	22 August 2024	