

## New Planting Procedure - Summary of Integrated Management Plan

 Roundtable on Sustainable Palm Oil	 TRIPUTRA AGRO PERSADA	 <b>TÜVRheinland</b> <sup>®</sup> Precisely Right.
<b>NPP Reference Number</b>	RSPO New Planting Procedure (NPP) 2021/PT SKM/January/2024	
<b>Country of the NPP submission:</b>	Indonesia	
<b>RSPO Membership Number</b>	1-0038-07-000-00	
<b>Reference to the management unit management plan</b>	Indonesia	
<b>Name(s) of estate(s) covered under this management plan:</b>	PT Sukses Karya Mandiri	
<b>1</b>	<b>SEIA</b>	Source: Kaorab Environmental Management Plan and Environmental Monitoring Plan (RKL and RPL) Semester II 2020 PT SKM
	<b>Objective(s)</b>	<b>Action(s)</b>
		<b>Timeline</b>

Air pollution control	<ol style="list-style-type: none"> <li>1. Carrying out emission tests on heavy equipment.</li> <li>2. Limit the speed of vehicles, including trucks carrying materials and FFB.</li> <li>3. Carrying out road repairs</li> <li>4. Overcoming forest and land fires.</li> </ol>	Management and monitoring is carried out routinely during operational activities with a frequency of 2 times a year.
Water quality control	<ol style="list-style-type: none"> <li>1. Plant maintenance in the River buffer (up to 50 meters from the river bank on both sides) without spraying chemicals and fertilizing.</li> </ol>	Management and monitoring is carried out routinely during operational activities with a frequency of 2 times a year.
Protection of the quality and quantity of aquatic biota	<ol style="list-style-type: none"> <li>1. Control weeds, pests and diseases only as needed.</li> <li>2. Monitor the dosage used.</li> </ol>	Management and monitoring is carried out routinely during operational activities with a frequency of 2 times a year.
Protection of flora and fauna species	<ol style="list-style-type: none"> <li>1. Monitoring flora and fauna.</li> <li>2. Mark protected points in conservation areas.</li> <li>3. Create a board prohibiting cutting down trees in conservation areas and a signboard explaining the types of protected animals.</li> <li>4. Create a board prohibiting hunting of protected wild animals in oil palm plantation areas.</li> </ol>	Management and monitoring is carried out routinely during operational activities with a frequency of 2 times a year.
Protection from land fires	<ol style="list-style-type: none"> <li>1. Implementing land clearing without fire (zero burning).</li> <li>2. Ensure the availability of APAR in all afdelings and emplacements.</li> <li>3. Ensure the availability of fire warning signs within the HGU.</li> <li>4. Carry out fire patrols simultaneously with forest security patrols.</li> </ol>	Management and monitoring is carried out continuously during Plantation operational activities.

			<ol style="list-style-type: none"> <li>5. Carrying out training on the use of APAR.</li> <li>6. Build a fire watch tower.</li> <li>7. Carrying out socialization about land and forest fire-free villages around the plantation (Permata Kecubung District).</li> <li>8. Formation of a firefighting team in the form of an emergency response preparedness team (TKTD).</li> </ol>					
<b>2</b>	<b>HCV areas and HCS forests</b>	Source: Management and monitoring recommendations from PT SKM's HCV-HCSA Assessment Report						
		<b>Value</b>	<b>Area ID</b>	<b>Threats</b>	<b>Threat Impact</b>	<b>Source of Threat</b>	<b>Management</b>	<b>Monitoring</b>
		HCS Forest	A1, C1	Clearing of land for cultivation by the community	High Impact	External	<ul style="list-style-type: none"> <li>• Build fire towers as a means of monitoring forest and land fires in strategic locations.</li> <li>• Continue implementing SOPs for monitoring land clearing (using fire) by the community.</li> <li>• Conduct outreach (regular meetings) to the community regarding the risks of using fire and efforts to minimize the risks of using fire.</li> <li>• Create an outreach board regarding efforts to minimize the risk of using fire.</li> <li>• Coordinate with the village government to maintain coordinated rules for the use of controlled fire to clear land.</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out fire patrols in company areas at least every 3 months in the rainy season and at least every 1 month in the summer.</li> <li>• Document and follow up on all reports on plans for clearing fields from the community and from the village.</li> <li>• Monitor the amount of land clearing by fire and document the impacts (if any) every 6 months.</li> </ul>
				Conversion plans for new development by the company	Low	Internal	<ul style="list-style-type: none"> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg,</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> </ul>

					<p>mandatory initial survey, prohibition of over-clearing).</p> <ul style="list-style-type: none"> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of conservation areas and community land.</li> <li>• Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>
HCV 1	A1, C1, C2, C3, C4	Clearing of land for cultivation by the community	High	External	<ul style="list-style-type: none"> <li>• Build fire towers as a means of monitoring forest and land fires in strategic locations.</li> <li>• Continue implementing SOPs for monitoring land clearing (using fire) by the community.</li> <li>• Conduct outreach (regular meetings) to the community regarding the risks of using fire and efforts to minimize the risks of using fire.</li> <li>• Create an outreach board regarding efforts to minimize the risk of using fire.</li> <li>• Coordinate with the village government to maintain coordinated rules for the use of controlled fire to clear land.</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out fire patrols in company areas at least every 3 months in the rainy season and at least every 1 month in the summer.</li> <li>• Document and follow up on all reports on plans for clearing fields from the community and from the village.</li> <li>• Monitor the amount of land clearing by fire and document the impacts (if any) every 6 months.</li> </ul>
		Hunting of wild animals for recreation/hobby purposes by the public	Medium	External	<ul style="list-style-type: none"> <li>• Conduct outreach (regular meetings) to the community regarding the prohibition of hunting of wild animals within the company area.</li> <li>• Create an outreach board regarding the prohibition of hunting of wild animals within the company area.</li> <li>• Coordinate with the village government to enforce regulations prohibiting hunting of wild animals within the company area.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct wildlife hunting patrols within the company area at least every 3 months.</li> <li>• Document all incidents related to wild animal hunting within the company area.</li> <li>• Monitor the number of wildlife hunting incidents every 6 months.</li> </ul>

						<ul style="list-style-type: none"> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg, mandatory initial survey, prohibition of over-clearing).</li> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of conservation areas and community land.</li> <li>• Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> <li>• Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>
	HCV 3	A1, C1	Clearing of land for cultivation by the community	High Impact	External	<ul style="list-style-type: none"> <li>• Build fire towers as a means of monitoring forest and land fires in strategic locations.</li> <li>• Continue implementing SOPs for monitoring land clearing (using fire) by the community.</li> <li>• Conduct outreach (regular meetings) to the community regarding the risks of using fire and efforts to minimize the risks of using fire.</li> <li>• Create an outreach board regarding efforts to minimize the risk of using fire.</li> <li>• Coordinate with the village government to maintain coordinated rules for the use of controlled fire to clear land.</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out fire patrols in company areas at least every 3 months in the rainy season and at least every 1 month in the summer.</li> <li>• Document and follow up on all reports on plans for clearing fields from the community and from the village.</li> <li>• Monitor the amount of land clearing by fire and document the impacts (if any) every 6 months.</li> </ul>
			Conversion plans for new development by the company	Low	Internal	<ul style="list-style-type: none"> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg, mandatory initial survey, prohibition of over-clearing).</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> </ul>

					<ul style="list-style-type: none"> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of conservation areas and community land.</li> <li>• Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>
HCV 4	A1, B2, C1, c2	Clearing of land for cultivation by the community	High	External	<ul style="list-style-type: none"> <li>• Build fire towers as a means of monitoring forest and land fires in strategic locations.</li> <li>• Continue implementing SOPs for monitoring land clearing (using fire) by the community.</li> <li>• Conduct outreach (regular meetings) to the community regarding the risks of using fire and efforts to minimize the risks of using fire.</li> <li>• Create an outreach board regarding efforts to minimize the risk of using fire.</li> <li>• Coordinate with the village government to maintain coordinated rules for the use of controlled fire to clear land.</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out fire patrols in company areas at least every 3 months in the rainy season and at least every 1 month in the summer.</li> <li>• Document and follow up on all reports on plans for clearing fields from the community and from the village.</li> <li>• Monitor the amount of land clearing by fire and document the impacts (if any) every 6 months.</li> </ul>
	A1, B2, C1, c2	Conversion plans for new development by the company	Low	Internal	<ul style="list-style-type: none"> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg, mandatory initial survey, prohibition of over-clearing).</li> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of conservation areas and community land.</li> <li>• Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> <li>• Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>

								<ul style="list-style-type: none"> <li>• Ensure that SOPs for plant maintenance in areas with steep slopes and river borders contain efforts to protect and conserve soil and water (eg, minimizing the impact of agrochemical applications with planting fertilizers and manual weeding, planting and maintaining LCC, maintaining terraces, monitoring water quality, and adopting RSPO BMPs ).</li> <li>• Supervise plant maintenance activities on slopes and river borders.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring river water quality at the inlet and outlet of the company area every 6 months.</li> <li>• Monitoring the use of agrochemicals in river border blocks.</li> <li>• Monitoring terraces on sloped areas.</li> <li>• Monitor LCC condition every 6 months.</li> <li>• Monitor the implementation of RSPO BMPs.</li> <li>• Conduct SOP implementation checks every 1 month.</li> </ul>
			B2, B3, C1, c2	Agricultural effluent (fertilizer and pesticide application)	Medium	Internal			
		HCV 5	C1, C2, C3, C4	Clearing of land for cultivation by the community	High	External	<ul style="list-style-type: none"> <li>• Build fire towers as a means of monitoring forest and land fires in strategic locations.</li> <li>• Continue implementing SOPs for monitoring land clearing (using fire) by the community.</li> <li>• Conduct outreach (regular meetings) to the community regarding the risks of using fire and efforts to minimize the risks of using fire.</li> <li>• Create an outreach board regarding efforts to minimize the risk of using fire.</li> <li>• Coordinate with the village government to maintain coordinated rules for the use of controlled fire to clear land.</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out fire patrols in company areas at least every 3 months in the rainy season and at least every 1 month in the summer.</li> <li>• Document and follow up on all reports on plans for clearing fields from the community and from the village.</li> <li>• Monitor the amount of land clearing by fire and document the impacts (if any) every 6 months.</li> </ul>	
				Conversion plans for new development by the company	Low	Internal	<ul style="list-style-type: none"> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg,</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct land clearing progress checks in the field every 1 week.</li> </ul>	

					<ul style="list-style-type: none"> <li>mandatory initial survey, prohibition of over-clearing).</li> <li>Conduct outreach to staff and third parties involved in opening new land regarding the protection of conservation areas and community land.</li> <li>Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	<ul style="list-style-type: none"> <li>Carrying out inspections of the implementation of established SOPs every 1 month.</li> <li>Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>	
		Agricultural effluent (fertilizer and pesticide application)	Medium	Internal	<ul style="list-style-type: none"> <li>Ensure that SOPs for plant maintenance in areas with steep slopes and river borders contain efforts to protect and conserve soil and water (eg, minimizing the impact of agrochemical applications with planting fertilizers and manual weeding, planting and maintaining LCC, maintaining terraces, monitoring water quality, and adopting RSPO BMPs ).</li> <li>Supervise plant maintenance activities on slopes and river borders.</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring river water quality at the inlet and outlet of the company area every 6 months.</li> <li>Monitoring the use of agrochemicals in river border blocks.</li> <li>Monitoring terraces on sloped areas.</li> <li>Monitor LCC condition every 6 months.</li> <li>Monitor the implementation of RSPO BMPs.</li> <li>Conduct SOP implementation checks every 1 month.</li> </ul>	
	HCV 6	D	Clearing of land for cultivation by the community	High	External	<ul style="list-style-type: none"> <li>Carry out mapping and install signs in the field at the HCV 6 site within the company area.</li> <li>Conduct inspections of areas reported in the land clearing plan (community fields and company development) regarding the location of HCV 6 sites within the company area.</li> <li>Coordinate with the village government regarding the protection of HCV 6 sites within the company area.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor the condition of HCV 6 sites within the company area every 1 year.</li> <li>Document and follow up on all incidents/reports that cause disruption to the HCV 6 site in the company area.</li> </ul>



						<ul style="list-style-type: none"> <li>• Carry out mapping and install signs in the field at the HCV 6 site within the company area.</li> <li>• Conduct inspections of areas reported in the land clearing plan (community fields and company development) regarding the location of HCV 6 sites within the company area.</li> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg, mandatory initial survey, prohibition of over-clearing).</li> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of HCV 6 sites.</li> <li>• Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor the condition of HCV 6 sites within the company area every 1 year.</li> <li>• Document and follow up on all incidents/reports that cause disruption to the HCV 6 site in the company area.</li> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> <li>• Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>	
		Community land that has not been released	E	Conversion plans for new development by the company	Low	Internal	<ul style="list-style-type: none"> <li>• Ensure that the area to be developed has gone through land acquisition.</li> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg, mandatory initial survey, prohibition of over-clearing).</li> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of HCV 6 sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure documentation and follow-up handling for every complaint related to land rights claims.</li> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> <li>• Monitor the progress and suitability of land clearing with</li> </ul>

					<ul style="list-style-type: none"> <li>Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>	satellite imagery every 6 months.
Area ID Description:						
Area ID		Description				
A1		Natural area covered with shrubs				
B2		Very steep area covered with bushes				
B3		Very steep area covered with palm oil				
C1		The river and its borders are covered with bushes				
C2		The river and its borders are covered with bushes				
C3		The river and its borders are covered with palm oil				
C4		The river and its borders are covered by bodies of water				
D		The site has an HCV value of 6				
E		Community land within the company area that has not been released				
Note: HCVMA river border coverage (C1-C4) follows the border protection zone in accordance with PP No. 38 of 2011 for rivers within the Company Area, namely 50 meters on each river bank.						
3	<b>Stakeholder and local people engagement (FPIC process)</b>	Source: Summary of the FPIC verification results matrix and recommendations in the PT SKM FPIC Implementation Verification Results Report				
	No	Objectives <sup>1</sup>	Actions		Timeline	
	1	Communities and companies apply FPIC in every interaction and agreement making.	<ul style="list-style-type: none"> <li>Implement FPIC in company activities as a whole in accordance with TAPG's Sustainability Policy to respect human rights and global anti-discrimination policies.</li> <li>Carry out FPIC in accordance with the SOP for Receiving and Resolving Complaints from Stakeholders (SOP/ SUPP/ III/ 2018/ 001), and the SOP for Land Acquisition (SOP/ SUPP/ X/ 2019/ 001).</li> </ul>		<ul style="list-style-type: none"> <li>Activities and monitoring are carried out at least once every year.</li> </ul>	

<sup>1</sup>Extracted from the 2018 RSPO Principles and Criteria and Technical Guidelines for RSPO Members in the Development of New Areas of Oil Palm Plantations in Indonesia (INA FPIC Task Force, 2018).

		<ul style="list-style-type: none"> <li>• Carrying out outreach and negotiations with the community regarding planning and making new decisions, especially those that impact the community. This includes the implementation of assessments, management efforts, implementation of social programs.</li> <li>• Carrying out documentation and storing documentation regarding meetings, negotiations and agreements with the community.</li> </ul>	
2	Availability of documentation that proves the implementation of FPIC.	<ul style="list-style-type: none"> <li>• Improving a more organized documentation system for each socialization activity/meeting with the community, and making meeting notes/minutes at each meeting.</li> <li>• The company is obliged to submit meeting notes/minutes to community representatives involved in discussion/consultation activities, or provide procedures so that the community can access the FPIC documents.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
3	The company understands the community of interest, the parties that represent it, and ensures that participatory processes occur.	<ul style="list-style-type: none"> <li>• Ensure that basic social information from various studies that have been conducted (ANDAL, SIA, HCV-HCSA) is still relevant to the social situation around the company.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
4	The public understands the impacts (positive and negative) of the company's presence and operational activities.	<ul style="list-style-type: none"> <li>• Implement the provisions that have been determined and in accordance with information known to the public.</li> <li>• Carrying out socialization and renegotiation for new decisions and provisions that differ from previous agreements.</li> <li>• Submit copies of meeting notes/minutes to community representatives involved in discussion/consultation activities, or provide procedures so that the community can access these FPIC documents.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
5	Ensure that participatory processes and mutual agreements occur.	<ul style="list-style-type: none"> <li>• Carry out existing procedures related to the identification of community representatives, the socialization and negotiation process, and the decision-making process.</li> <li>• Create documentation and store documentation properly.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at</li> </ul>

		<ul style="list-style-type: none"> <li>• Share copies of documentation with the public.</li> </ul>	least once every year.
6	The company understands the competent authority both formally (positive law), cultural (traditional leaders), and parties elected by the community.	<ul style="list-style-type: none"> <li>• Ensure that the information held by the company regarding local authorities who have the authority to provide legitimacy for rituals, traditional ceremonies and the results of deliberations is still relevant.</li> <li>• Coordinate with the community if there is a change in the authority representing the community and the applicable legal system.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
7	The company understands community representatives who are elected or delegated by the community in communication and negotiation processes.	<ul style="list-style-type: none"> <li>• Ensure that parties representing the community in interactions with the company are representatives known and agreed upon by the community.</li> <li>• Coordinate with the community to ensure the party or parties have the right to represent the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
8	Ensure that the public understands the company's operational activity plans, including management and monitoring activities carried out by the company.	<ul style="list-style-type: none"> <li>• Monitoring understanding with the community regarding information that has previously been conveyed to the community.</li> <li>• Create and store documentation regarding the resulting understandings.</li> <li>• If necessary, carry out socialization and renegotiation regarding matters that have not been or are not agreed upon, or matters that were determined by the previous management and are not transferred to the current management.</li> <li>• Improve the documentation system by making meeting notes/minutes, attendance lists, and photos of activities at each socialization activity or meeting.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
9	Ensure that the public understands their rights and obligations in relation to the company's operational activities.	<ul style="list-style-type: none"> <li>• Carry out the land acquisition process in accordance with land rights acquisition standards in accordance with company procedures and RSPO principles and criteria.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>

		<ul style="list-style-type: none"> <li>• Identify and map land within the company's operational area whose ownership and management rights are still held by community members.</li> <li>• Respect the ownership and management rights of land held by community members.</li> <li>• For land that is not released, it is designated as an enclave area.</li> <li>• Specifically regarding community land in HGU that will not be released (if any), the company coordinates with the National Land Agency (BPN) regarding the determination of HGU boundaries.</li> <li>• Coordinate with community representatives and declare that all community land within the company's operational area is recognized by the company as community property and can be used by the community for their needs.</li> <li>• Socialize communication mechanisms if there are people who wish to relinquish their rights to land within the company's operational area.</li> </ul>	
10	The community understands the participatory assessment and mapping plan, what its objectives are, and its relationship to community rights, both communities holding land rights and communities potentially affected by project development, and the community has given their approval to the participatory assessment and mapping plan.	<ul style="list-style-type: none"> <li>• Coordinate with community representatives regarding all company operational plans and activities on a regular basis, at least once a year.</li> <li>• Create and store documentation regarding the resulting understandings.</li> <li>• Share copies of documentation with the public.</li> <li>• Improve the documentation system by making meeting notes/minutes, attendance lists, and photos of activities at each socialization activity or meeting.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
11	<p>People understand:</p> <ul style="list-style-type: none"> <li>▶ Boundaries and area of the company's operational land</li> <li>▶ Land use</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinate with community representatives regarding all company operational plans and activities on a regular basis, at least once a year.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at</li> </ul>

		<ul style="list-style-type: none"> <li>▶ Tenure studies</li> <li>▶ Participatory HCV (High Conservation Value) and SKT (High Carbon Stock) assessments, and management plans</li> <li>▶ participatory, and management plans</li> <li>▶ Participatory social and environmental impact assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Create and store documentation regarding the resulting understandings.</li> <li>• Improve the documentation system by making meeting notes/minutes, attendance lists, and photos of activities at each socialization activity or meeting.</li> <li>• Identify and map land within the company's operational area whose ownership and management rights are still held by community members.</li> <li>• Respect the ownership and management rights of land held by community members.</li> <li>• For land that is not released, it is designated as an enclave area.</li> <li>• Specifically regarding community land in HGU that will not be released (if any), the company coordinates with the National Land Agency (BPN) regarding the determination of HGU boundaries.</li> <li>• Coordinate with community representatives and declare that all community land within the company's operational area is recognized by the company as community property and can be used by the community for their needs.</li> <li>• Socialize communication mechanisms if there are people who wish to relinquish their rights to land within the company's operational area.</li> </ul>	<p>least once every year.</p>
12	<p>People understand:</p> <ul style="list-style-type: none"> <li>• Information about the results of studies and mapping, and HCV management plans</li> <li>• Potential impacts, risks and benefits of the project for the community</li> <li>• A form of compensation for the community provided by the project proponent</li> <li>• Recovery steps if adverse impacts occur on the environment and on humans</li> <li>• Complaint mechanisms provided by project proponents to the community</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinate with community representatives related to areas that have been designated as conservation areas (HCV-HCSA).</li> <li>• Make an agreement regarding participatory management and monitoring of conservation areas with community representatives/land owners.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>	

	<ul style="list-style-type: none"> <li>• The next process is if the community still agrees to the project planned by the initiator</li> <li>• On the basis of this information, the community has the right to freely express their consideration, or immediately approve or reject the company's plan to carry out the next process after studying all the information they receive from the project initiator.</li> <li>• If the community agrees, the next stage is to prepare the negotiation process.</li> </ul>		
13	The company's terms of reference for negotiations are the result of an agreement with the community, including the place, time frame, proposed agenda, as well as witnesses and observers and the presence of third parties to assist the community.	<ul style="list-style-type: none"> <li>• Coordinate with the village government to verify the correctness of land ownership information to be acquired by the company.</li> <li>• Make a statement that the community does not need a third party in the negotiation process.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
14	The negotiation process takes place according to the detailed contents of the agreement made in the Negotiation Preparation stage, and meets the criteria of 'without coercion', transparency (the people involved know the progress of the negotiations), and representativeness (decision making in a previously agreed manner).	<ul style="list-style-type: none"> <li>• Carry out negotiations until an agreement is in accordance with existing SOPs. Minutes are prepared at the final stage (handover of compensation payments).</li> <li>• Fulfills the criteria without coercion and transparency according to information from community representatives.</li> <li>• The complaint/grievance mechanism is also stated through the available SOP. According to the community, this mechanism can be used if necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>
15	Negotiations can be completed, including: <ul style="list-style-type: none"> <li>▶ Minutes of the handover of land rights from the community to the project proponent along with the conditions proposed by the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement the components that are part of the SOP for making agreements (compensation) that have been agreed upon and stated in the SOP.</li> <li>• Coordinate with community representatives regarding all company operational plans and activities on a regular basis, at least once a year.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>

		<ul style="list-style-type: none"> <li>▶ Forms of compensation and compensation that must be carried out by the project initiator</li> <li>▶ Draft procedures for monitoring the implementation of the contents of the agreement</li> <li>▶ Draft mechanism for submitting complaints and making complaints</li> <li>▶ Draft Minutes regarding the management section of the Company which is responsible for handling public complaints</li> <li>▶ Draft conflict resolution mechanism and recovery measures (remedy)</li> <li>▶ Documentation of the entire negotiation process and results</li> <li>▶ The party has the right to obtain and store all documents of the negotiation process and results</li> </ul>	<ul style="list-style-type: none"> <li>• Create and store documentation regarding the resulting understandings.</li> <li>• Share copies of documentation with the public.</li> <li>• Improve the documentation system by making meeting notes/minutes, attendance lists, and photos of activities at each socialization activity or meeting.</li> </ul>	
16	<p>There is an agreement between the community and the company, which includes:</p> <ul style="list-style-type: none"> <li>▶ Compensation has been paid according to the agreed form and value</li> <li>▶ All Minutes that have been discussed and prepared in the Pre-Finalization Agreement Stage</li> <li>▶ The procedures and mechanisms that have been discussed in the Pre-Finalization Agreement stage are approved and signed by community representatives and project proponents.</li> </ul>	<ul style="list-style-type: none"> <li>• The signing of the Land Compensation agreement letter and other agreements was carried out by both parties and was completely documented. The process of making the agreement and documentation was witnessed by witnesses from both parties and village officials.</li> <li>• Agreement processes such as Land Compensation and partner/plasma plantation development agreement processes are supervised and ratified by a notary.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>	
17	<p>The community and the company carry out the contents of the agreement in accordance with their respective obligations stated in the</p>	<ul style="list-style-type: none"> <li>• Documentation of each agreement and understanding (memorandum of understanding) is available and maintained by both parties.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at</li> </ul>	




		agreement	<ul style="list-style-type: none"> <li>• Complaints and/or grievances are handled through channels in accordance with applicable SOPs.</li> <li>• All villages that interact directly with the company receive partner/plasma oil palm plantations which are organized in two cooperatives, except for Ajang Village.</li> <li>• Continuing the planning and realization of the partnership/plasma plan for the Ajang Village community.</li> <li>• The company has committed to building an oil palm plantation for the Ajang Village community if available land can be applied for. The conditions for this land are that it is outside the forest area and does not overlap with other company permits.</li> <li>• Proactively communicate with representatives of the Ajang Village community to ensure the readiness of the area/land that will be proposed for partnership/plasma plantations.</li> </ul>	least once every year.
18	There was an agreement to monitor and evaluate the management of partnership/plasma plantations	<ul style="list-style-type: none"> <li>• Carry out monitoring and evaluation of the management of partnership/plasma plantations by cooperatives in a participatory manner with the community.</li> <li>• Create and store documentation of participatory activities.</li> <li>• Carry out negotiations again if the supervision of the village government and traditional council is deemed unable to facilitate the monitoring and evaluation function.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>	
19	Ensure that there is a complaint mechanism that is understood and approved by the community	<ul style="list-style-type: none"> <li>• Conduct regular outreach regarding the complaint mechanism to handle complaints regarding the implementation of the agreement.</li> <li>• Handling complaints in accordance with available SOPs.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>	
20	Ensure the availability of recovery mechanisms that are understood and approved by the community	<ul style="list-style-type: none"> <li>• Carrying out regular outreach regarding the mechanism for redressing complaints or grievances.</li> <li>• Restoring complaints and grievances in accordance with available SOPs.</li> </ul>	<ul style="list-style-type: none"> <li>• Activities and monitoring are carried out at least once every year.</li> </ul>	

4	<b>Soil and Topography</b>	Summary of recommendations for management and monitoring of steep slope areas in PT SKM's HCV-HCSA Assessment Report			
		<b>Objective(s)</b>	<b>Management</b>	<b>Monitoring</b>	<b>Timeline</b>
		Ensure that the impact of the company's planned new land clearing in areas with steep slopes (>40%) has been minimized, including but not limited to: the risk of erosion and landslides.	<ul style="list-style-type: none"> <li>• Create a land clearing plan map for new planting as a guide.</li> <li>• Ensure that the SOP for land clearing contains efforts to protect conservation areas and community land (eg, mandatory initial survey, prohibition of over-clearing).</li> <li>• Ensure the construction of terraces (selendang roads) in hill areas.</li> <li>• Conduct outreach to staff and third parties involved in opening new land regarding the protection of conservation areas and community land.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct land clearing progress checks in the field every 1 week.</li> <li>• Carrying out inspections of the implementation of established SOPs every 1 month.</li> <li>• Monitor the progress and suitability of land clearing with satellite imagery every 6 months.</li> </ul>	At least 2 times a year

			<ul style="list-style-type: none"> <li>• Carry out supervision to ensure the suitability of the land clearing process.</li> </ul>		
		<p>Ensure that the negative impacts of plant maintenance activities in areas with steep slopes (&gt;40%) are minimized.</p>	<ul style="list-style-type: none"> <li>• Ensure that SOPs for plant maintenance in areas with steep slopes and river borders contain efforts to protect and conserve soil and water (eg, minimizing the impact of agrochemical applications with planting fertilizers and manual weeding, planting and maintaining LCC, maintaining terraces, monitoring water quality, and adopting RSPO BMPs ).</li> <li>• Supervise plant maintenance activities on slopes and river borders.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring river water quality at the inlet and outlet of the company area every 6 months.</li> <li>• Monitoring the use of agrochemicals in river border blocks.</li> <li>• Monitoring terraces on sloped areas.</li> <li>• Monitor LCC condition every 6 months.</li> <li>• Monitor the implementation of RSPO BMPs.</li> <li>• Conduct SOP implementation checks every 1 month.</li> </ul>	<p>At least 2 times a year</p>
5	<b>GHG</b>	Source: Management and monitoring recommendations from PT SKM's GHG Assessment for New Planting Report			
		<b>Objective</b>	<b>Management</b>	<b>Monitoring</b>	
		HCV-HCS conservation area as a protected carbon reserve	<ul style="list-style-type: none"> <li>▪ Carry out management and monitoring of conservation areas.</li> <li>▪ Ensure the availability of SOPs or quick action guidelines if degradation occurs in conservation areas.</li> <li>▪ Ensure the availability of fire prevention and control mechanisms in conservation areas.</li> <li>▪ Ensure that there is coordination with the village government (community representatives) and the</li> </ul>	<ul style="list-style-type: none"> <li>▪ Carry out security monitoring of HCV-HCS conservation areas every 3 months in the rainy season and at least every month in the dry season.</li> <li>▪ Carry out monitoring of the land clearing process for new development and land clearing</li> </ul>	

		authorities (police) to prevent and deal with prohibited incidents in conservation areas (eg, land clearing, land burning, hunting, wood harvesting).	carried out by the Community every month.
	New development is carried out in accordance with the proposed area boundaries and the new development process is carried out optimally	<ul style="list-style-type: none"> <li>▪ Ensure the availability of maps of new development areas.</li> <li>▪ Ensure the availability of activity plans for new development (eg, timeline, block division).</li> <li>▪ Coordinating with staff and contractors regarding the provisions in new developments and activity plans that have been determined.</li> <li>▪ Ensure the availability and implementation of supervision in the land clearing process.</li> <li>▪ Ensure the availability of suspension and verification mechanisms if overclearing occurs.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Carry out monitoring of land clearing progress in the field during the land clearing period.</li> <li>▪ Monitor the progress of land clearing every 2 weeks or 1 month using aerial photos or satellite imagery.</li> <li>▪ Monitor staff and contractors involved in land clearing activities during the land clearing period.</li> </ul>
	The efficiency of fuel use in the plantation environment is in accordance with the specified targets	<ul style="list-style-type: none"> <li>▪ Ensure the availability of guidance regarding fuel filling quotas for operational vehicles in the plantation area.</li> <li>▪ Ensure that there are SOPs for vehicle use that include at least maintenance and efficient operation (eg, prohibition on starting the engine when parked for more than 5 minutes).</li> <li>▪ Ensure that there is socialization or training for vehicle operators.</li> <li>▪ Ensure the availability of supervision mechanisms related to fuel procurement and filling.</li> </ul>	Monitor the amount of fuel supply and filling every month.
	The efficiency of fertilizer use is in accordance with the specified targets	<ul style="list-style-type: none"> <li>▪ Ensure the availability of guidance regarding fertilizer quotas at the plantation level (eg, block level fertilizer quotas).</li> <li>▪ Availability of fertilization schedule.</li> <li>▪ Ensure the availability of fertilizer SOPs that include at least efficient fertilizer application techniques and</li> </ul>	Monitor the amount of fuel supply and filling every three months.

			<p>prohibitions on misuse of fertilizer (eg, stockpiling fertilizer in the field).</p> <ul style="list-style-type: none"> <li>▪ Ensure that there is socialization or training for maintenance employees regarding fertilizer application.</li> <li>▪ Ensure the availability of supervision mechanisms regarding the implementation of fertilization.</li> </ul>	
		The amount of POME managed by methane capture for flaring is in accordance with the specified target	<ul style="list-style-type: none"> <li>▪ Ensure the availability of the necessary infrastructure for managing POME by flaring.</li> <li>▪ Ensure that the capacity of the available infrastructure is adequate for POME distribution of 15% (minimum).</li> <li>▪ Ensure the availability of required SOPs and work schedules, at least including flaring operational times and distributed POME capacity.</li> <li>▪ Ensure that there is socialization or training for employees in relevant positions for the implementation of flaring.</li> </ul>	Monitor the amount of POME managed by methane capture flaring every day (as part of daily factory operational activities).
		The number of shells distributed as an energy source is in accordance with the specified target	<ul style="list-style-type: none"> <li>▪ Ensure the availability of shell distribution channels to be used as an energy source (eg, sales and purchase contracts) in accordance with the specified quantities.</li> <li>▪ Ensuring the smooth production process in plantations and processing in factories to guarantee shell production in accordance with predetermined targets.</li> </ul>	Monitor the number of shells distributed/sold every three months (can be integrated with monitoring activities of the buying and selling process).
6	Acceptance of	Name of Person Responsible	Dian Novita Putri	

<b>Management Plans</b>	<b>Designations</b>	Certification and Environment Management
	<b>Signature</b>	
	<b>Date</b>	January 27, 2024