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Summary Report of Planning & Management of PT Globalindo Alam Perkasa Kotawaringin Timur District – Central Kalimantan Province

1. Executive Summary

This Executive Summary fulfills the RSPO New Planting Procedures Format “Summary Report of Planning & Management” (RSPO latest revision of 5th May 2010). This is part of an ongoing planting and the NPP documents are meant for notification only.

PT Globalindo Alam Perkasa (PT GAP) is an oil palm plantation situated in Kanda Village, Camba Village, Simpung Village, Palangan Village and Soren Village, Kota Besi Sub District; Natai Baru and also Bagendang Tengah Village, Mentaya Hulir Utara Sub District, Kotawaringin Timur District, Central Kalimantan Province. The concession covers an area of 16,062.84 ha on two land use titles (HGU No 37 size 5,734.84 ha and HGU No. 44 size 10,328 ha), out of which about 4,876.54 ha had already been planted.

PT GAP is as RSPO member under the mother membership of PT Agrowiratama, It is committed to develop a sustainable palm oil management system. PT GAP was RSPO certified on 17th June, 2011 as a supply base to PT Maju Aneka Sawit palm oil mill, a member of the Group. On 11th December, 2012 the company posted the RSPO New Planting Procedures Notification for on-going oil palm planting within the concession. Further expansion of oil palm areas is made possible as the local communities have released their land through the free, informed prior informed process. Planting of new oil palm will be in the balance unplanted areas within the PT GAP concession. Planting will be on land located outside the HCV areas that have been identified for management. In this connection, the NPP Notification for on-going oil palm expansion has been prepared for this purpose and has been submitted to the RSPO.

The land use plan analysis was also carried out, guided by the RSPO GHG Assessment Procedure for New Plantings, to meet criterion 7.8 of the 2013 RSPO P&C requirements. The carbon stock and GHG emission has been separately submitted to the RSPO Emission Reduction Working Group for their review as required by the RSPO. In addition to this RSPO requirement, PT GAP has commissioned Aksenta to carry out carbon stock measurement in the proposed areas planned for planting, to ascertain that these are not on areas with high carbon stocks as fulfillment of the Group’s Sustainability Policy.

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Besides fulfilling the regulatory requirements of conducting social environmental impact assessment (AMDAL), the company has also conducted and completed the High Conservation Values Identification (HCV) and Social Impact Assessment (SIA) of PT GAP covering the local social entities within total area of 16,062.84 ha in both HGU 37 and 44 lands. The HCV assessment covers landscape level including areas outside the HGU expanded into villages and surrounding areas which have considerably importance for assessment of HCV values. Potential areas for oil palm plantings as corporate social responsibility (CSR) projects in villages in the vicinity outside of the HGU when opportunity arises are included.

HCV assessment in PT GAP was conducted in June/July 2007 using HCV Toolkit 2003 covers HGU 37 & HGU 44, and a follow up more details survey and comprehensive HCV Assessment in HGU 37, was conducted by Aksenta in October 2012. In addition, land cover and planting assessment was also conducted in June/July 2007 using satellite data, field assessment and verification with the FPIC document for land use right compensation. In HGU 44 more detail survey and comprehensive HCV Assessment was conducted by GAIA Commoditas in August 2010 and re-assessment HCV include land use change analysis (LUCA) by Aksenta was conducted on March 2015, the team leader from Aksenta have been licensed by the HCV Assessor Licensing Scheme (Provisional ALS15026PN).

The findings on the SEIA (AMDAL), HCV, Land Use Cover & Land Use Analysis, and SIA have been incorporated in the oil palm development plan of PT GAP which includes the HCV and SIA management and monitoring plans of PT GAP.

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2. Reference Documents

The reference documents are as follow:

1. Social Environmental Impact Assessments (AMDAL) PT Globalindo Alam Perkasa
2. Rapid Assessment of HCV PT Globalindo Alam Perkasa June/July 2007
3. Land cover and planting assessment of PT Globalindo Alam Perkasa June/July 2007
4. Land Use Change Analysis (LUCA) of PT Globalindo Alam Perkasa by Aksenta 2015.
5. HCV Assessment report for PT Globalindo Alam Perkasa, October 2012
6. HCV Assessment report for PT Globalindo Alam Perkasa June 2015 by Aksenta,
7. SIA Assessment report for PT Globalindo Alam Perkasa October 2012 by Aksenta,
8. The Management & Monitoring Plans of HCV PT Globalindo Alam Perkasa
9. The Management & Monitoring Plans of Social PT Globalindo Alam Perkasa,
10. The development plan of PT Globalindo Alam Perkasa.
11. The land use change and green house gases emission (GHG) analysis using RSPO Carbon Assessment Tool for New Oil Palm Planting dated July 2015 (separate document for submission to RSPO ERWG).
12. Carbon Stock Assessment of the plan area of PT Globalindo Alam Perkasa

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List of Legal documents and regulatory permits related to the areas assessed

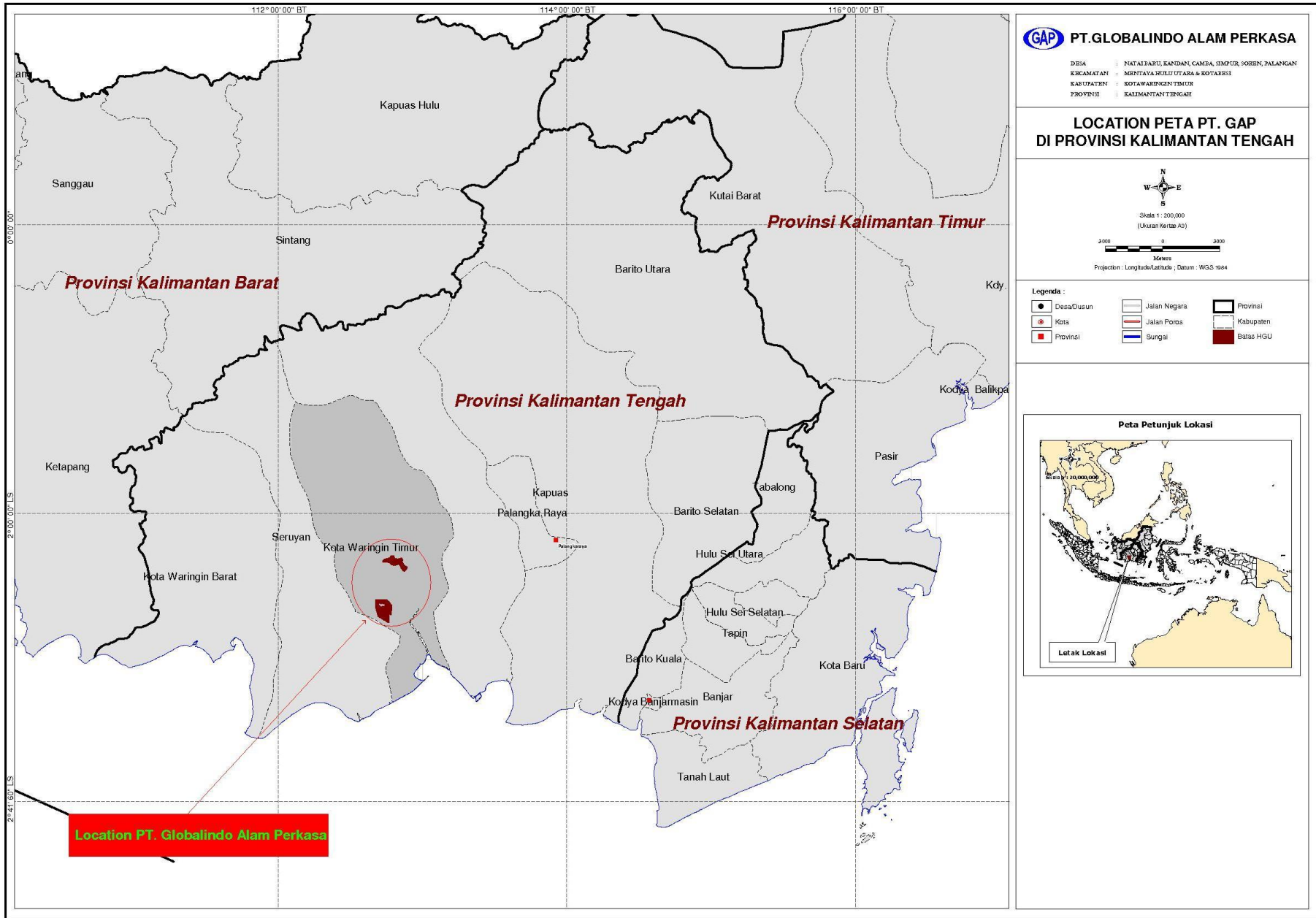
The permits that have been obtained by the company, the followings are the list of the licenses and recommendations:

Table 1 Types of permits PT GAP

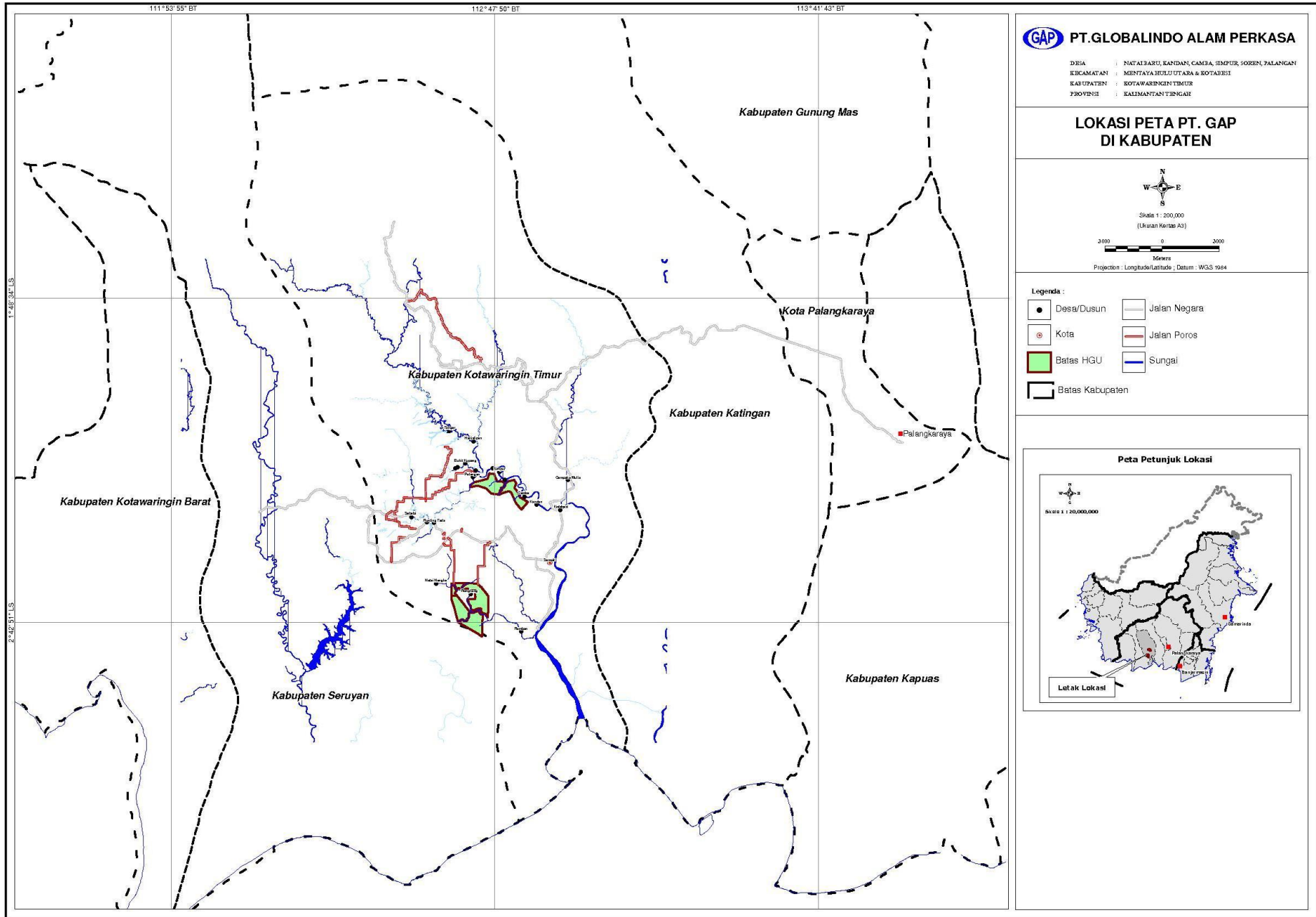
No	Licenses and recommendations	Issued by	Number and date	Note
1.	Deed of Establishment	Notary Eddy Simin, SH	No. 14 Date: 16 th April 2004	
	Ratification Deed	Minister of Justice and Human Rights Republic Indonesia	C-16709 HT.01.01.TH.2004 Date: 6 th July 2004	
2.	Deed of Minutes of Meeting	Notary Eddy Simin, SH	No. 12 Date : 4 th July 2009	
	Acceptance of the Company's Notice of Change Data	Minister of Justice and Human Rights Republic Indonesia	No. AHU-AH.01.10-11792 Date: 30 th July 2009	
3.	Taxpayer Notification Number	Ministry of Finance Directorate General of Taxation	01.880.276.9 – 123.000 Date: 17 th May 2004	
4.	Location Permit (Izin Lokasi)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No: 436.460.42 Dated on 29 December 2009	± 5,734.84 Ha
		Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No: 435.460.42 Dated on 20 December 2005	± 10,328 Ha
5.	Plantation Business Permit (IUP)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No. 525.26/605/X/EKBANG/2005 Dated on 15 October 2005	± 5,734.84 Ha
			No. 188.45/293/Huk-Ek.SDA/2014 Dated on 25 July 2014	
		Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No. 525.26/604/X/EKBANG/2005 Dated on 25 May 2005	± 10.328 Ha
			No: 188.45/296/ Huk-Ek.SDA/2014 Dated on 25 July 2014	
6.	Social Environmental Impact Assessment (AMDAL)	Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No. 126 year 2009 Dated on 02 February 2009	HGU No 37
		Regent of Kotawaringin Timur (Bupati Kotawaringin Timur)	No. 114 Year 2009 Dated on 28 February 2009	HGU No 44
7	Land Use Title (Hak Guna Usaha-HGU)	National Land Officer Kotawaringin Timur District	No: 37 Dated on 22 June 2007	5,734.84 ha
			No: 44 Dated on 03 January 2008	10,328 Ha



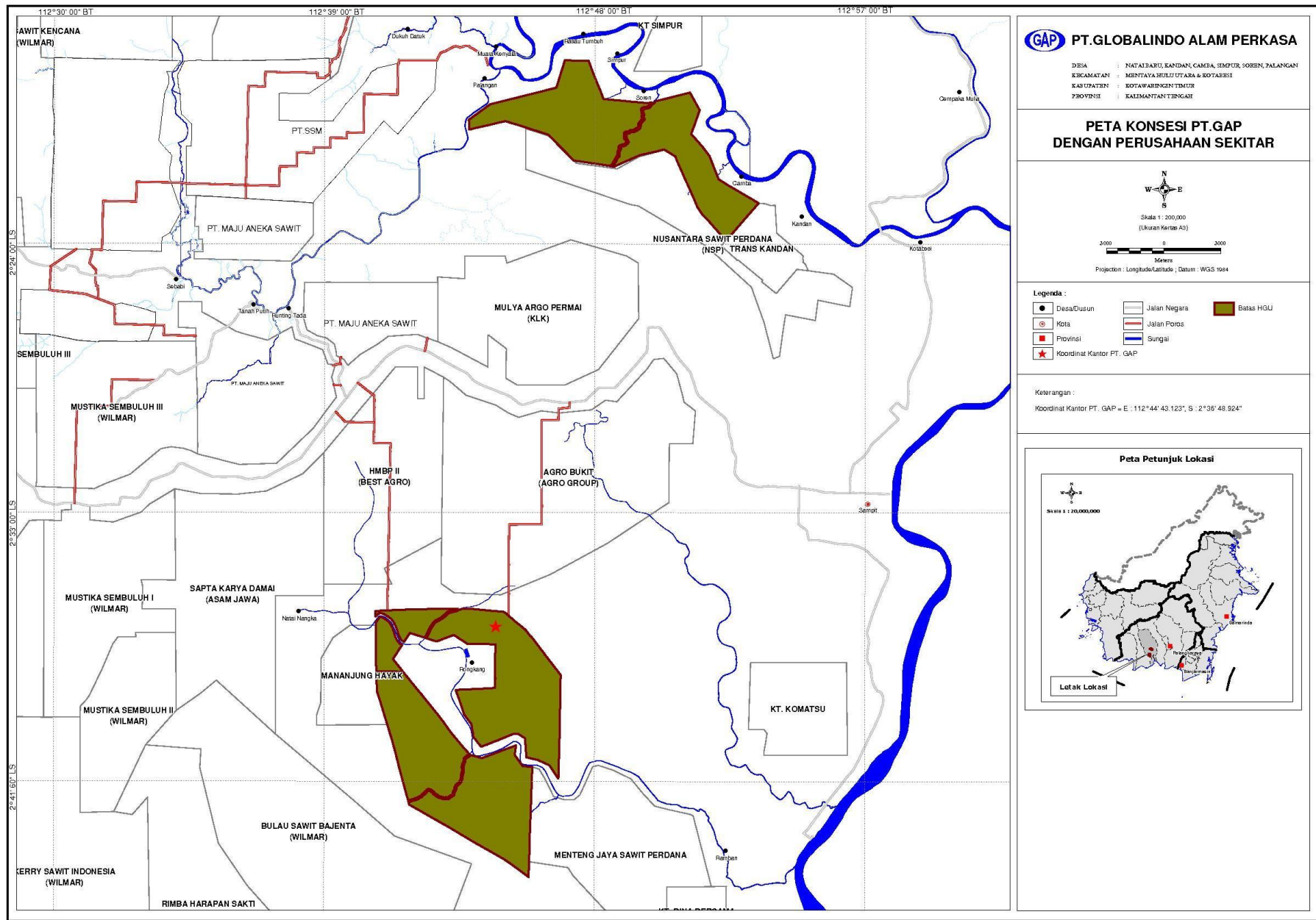
Picture 1 Location of PT GAP in Indonesia



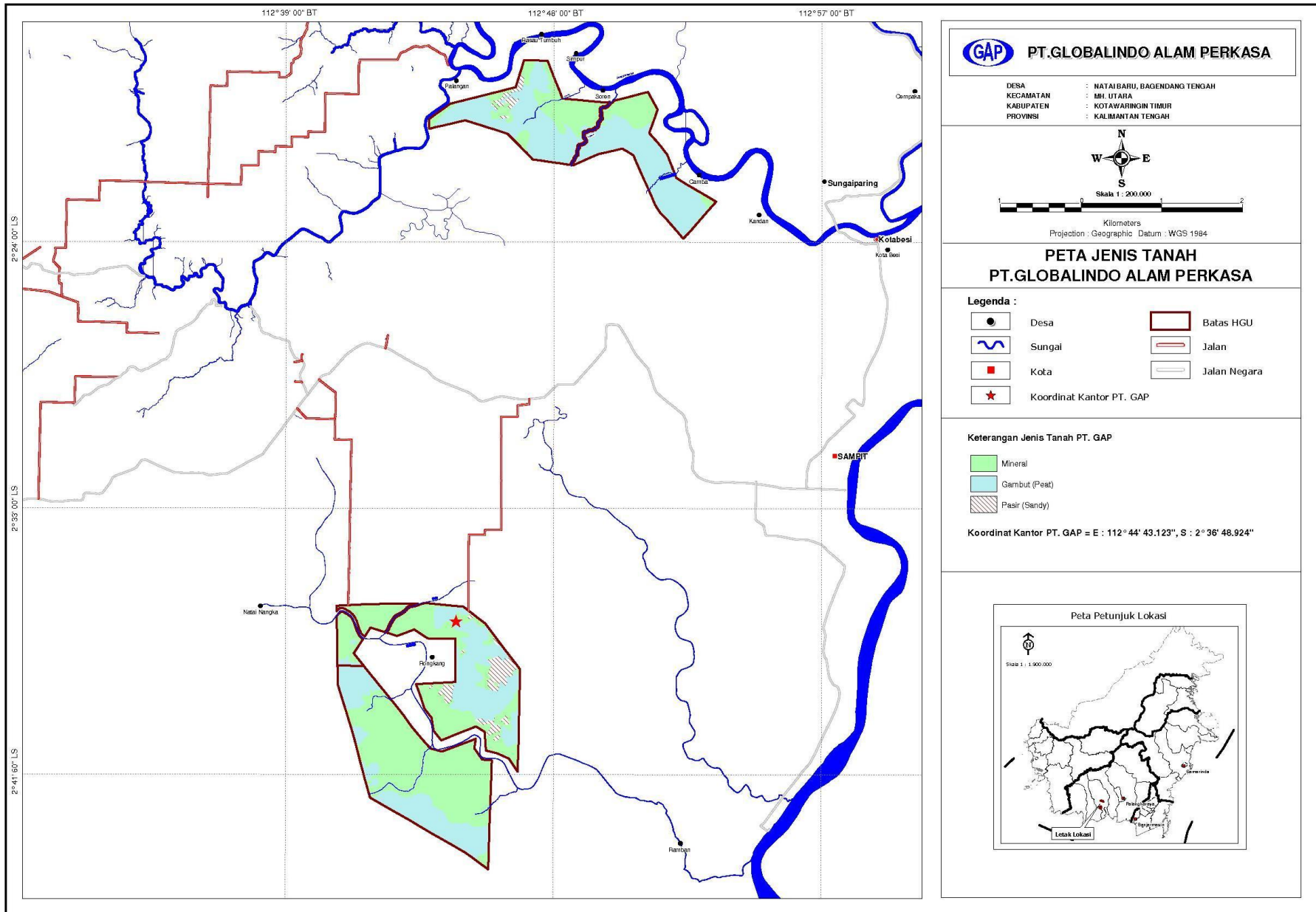
Picture 2 Location of PT GAP in Central Kalimantan



Picture 3 Location of PT GAP in Kotawaringin Timur District



Picture 4 Location of PT GAP and its surrounding entities



Picture 5 Soil Type of PT GAP

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Area and time-plan for new plantings

This is part of an ongoing planting and the NPP documents are meant for notification only. The land use right (HGU) of PT GAP covers an area of 16,062.84 ha, out of which about 4,876.54 ha had already been planted. The total area HCV of PT GAP is \pm 1,806.3 ha and the HCV Management area (HCV-MA) is \pm 1,118.71 ha. HCV management plan has been developed for these areas and implementation is on-going.

PT GAP was RSPO certified on 17th June, 2011 as a supply base to PT Maju Aneka Sawit palm oil mill, a member of the Group. On 11th December, 2012 the company posted the RSPO New Planting Procedures Notification for on-going oil palm planting within the concession. Further expansion of oil palm areas is made possible as the local communities have released their land through the free, informed prior informed process. Planting of new oil palm will be in the balance unplanted areas within the PT GAP concession, outside the HCV areas that have been identified for management.

The expansion of oil palm areas in PT GAP is an on-going development within the location of the Land Use Title (HGU). These are enclave land of 3,602.85 ha which the, prior informed consent process with the land owners for land acquisition and compensation for the right to use the land commenced and is on-going. Potential areas for oil palm plantings as corporate social responsibility (CSR) projects in villages in the vicinity outside of the HGU will also be included crops at the opportune time when these CSR project have been identified and agreed for the surrounding villages. The enclaves' areas and areas in the vicinity outside the HGU with potential for CSR oil palm development do not contain primary forest non HCV areas and the general land covers are cultivated area and shrub mixed with tree crops.

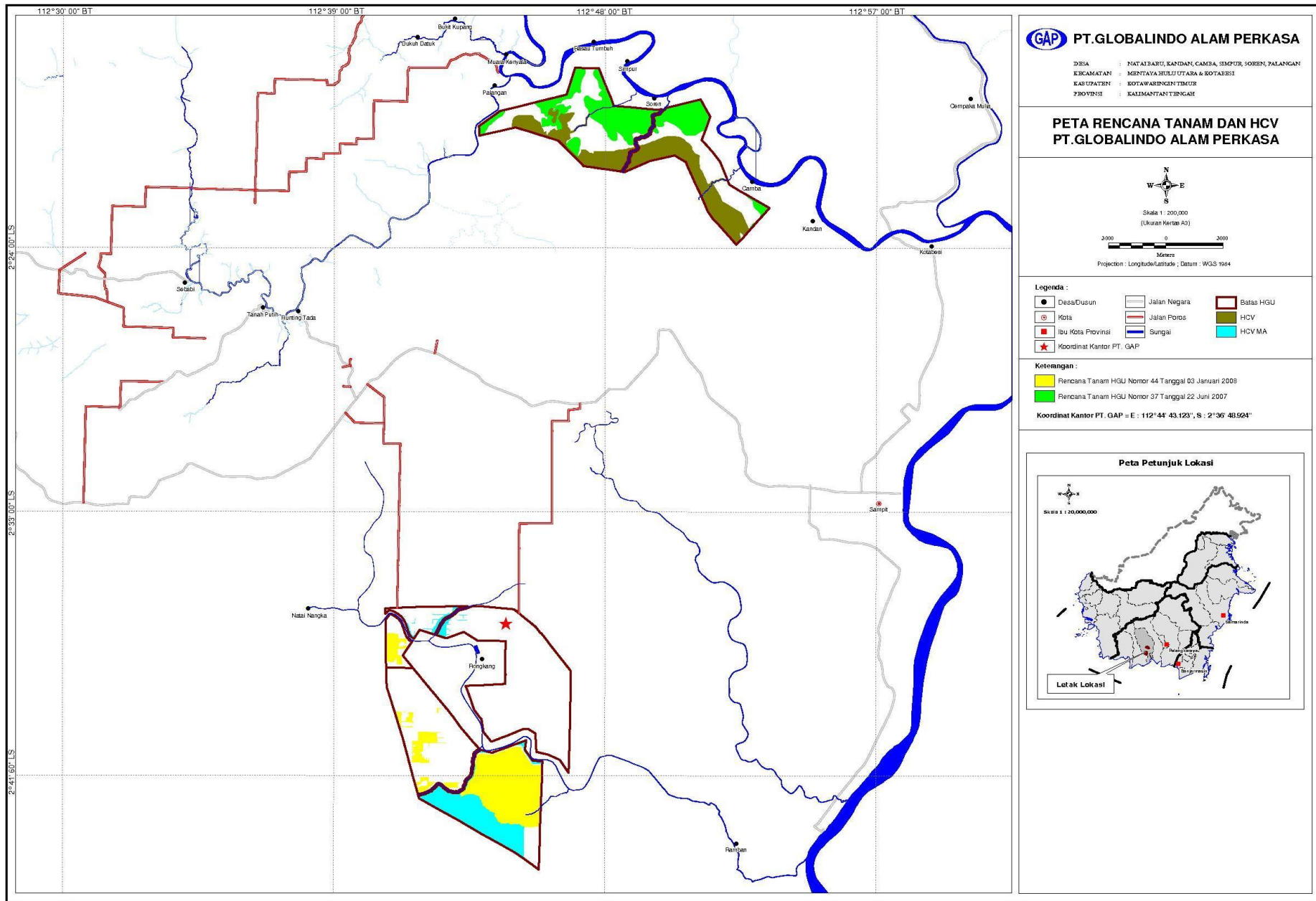
The process of land development and palm oil planting adheres to the procedures of RSPO New Planting Procedures (NPP) for on-going development for notification. The detail of area statements and time-plan for new plantings are presented in Table 2 and picture 6.

Table 2 Proposed expansion of oil palm area

Area has been develop		HCV (\pm ha)	HCV MA (\pm ha)	Expansion plan		Others/ Unplanted Area(\pm ha)	Total HGU (\pm ha)
Planted (\pm ha)	Infrastructure & emplacement (\pm ha)			Planting (\pm ha)	Infrastructure & Emplacement (\pm ha)		
4,876.54	416.87	1,806.30	1,118.71	3,514.41	88.44	4,241.57	16,062.84

Years of Develop

Oil Palm Expansion	Year of plan					Total (ha)
	2015	2016	2017	2018	2019	
	800	1400	460	460	482.85	



Picture 6. Expansion plan overlay with HCV & HCV MA of PT GAP

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3. SEIA and HCV Management & Planning Personnel

Organizational information and contact persons

Company Name	:	PT Globalindo Alam Perkasa
Deed of Establishment	:	No 14 date on 16 th April 2004 (Notary Eddy Simin, SH)
Deed of Minutes Meeting	:	No 12 date on 4 th July 2009 (Notary Eddy Simin, SH)
Capital Status	:	Foreign Investment (<i>Penanaman Modal Asing</i> , PMA)
Taxpayer Notification Number	:	01.880.276.9 – 123.000
Company Address	:	Spring Tower 04-41, Jl. K. L. Yos Sudarso Km. 7.8 Tanjung Mulia, Medan Deli Medan 20241 Sumatera Utara
Type of business	:	Oil Palm Plantation & Processing
Status of concession land	:	Land Use Title (HGU) No 37 dated on February 2009 (size 5,734.84 ha) and HGU No 44 dated on February 2009 (size 10,328 ha)
Contact person	:	Darman
Geographical Location	:	See Picture 1, Picture 2, Picture 3 and Picture 4
Surrounding Entities	:	

HGU No 44:

- North adjacent to Natai Baru Village, PT. Agro Bukit and PT. HMBP
- South adjacent to Bagendang Tengah Village
- East adjacent to Natai Baru and Bagendang Tengah Village
- West adjacent to Natai Nangka Village and PT Mananjung Hayak

HGU No 37

- North adjacent to Village of Kandan, Camba, Soren, Simpurn and Rasau Tumbuh
- South adjacent to PT Nusantara Sawit Persada (PT NSP)
- West adjacent to Seranau River, Palangan Village
- East adjacent to UPT Kandan.

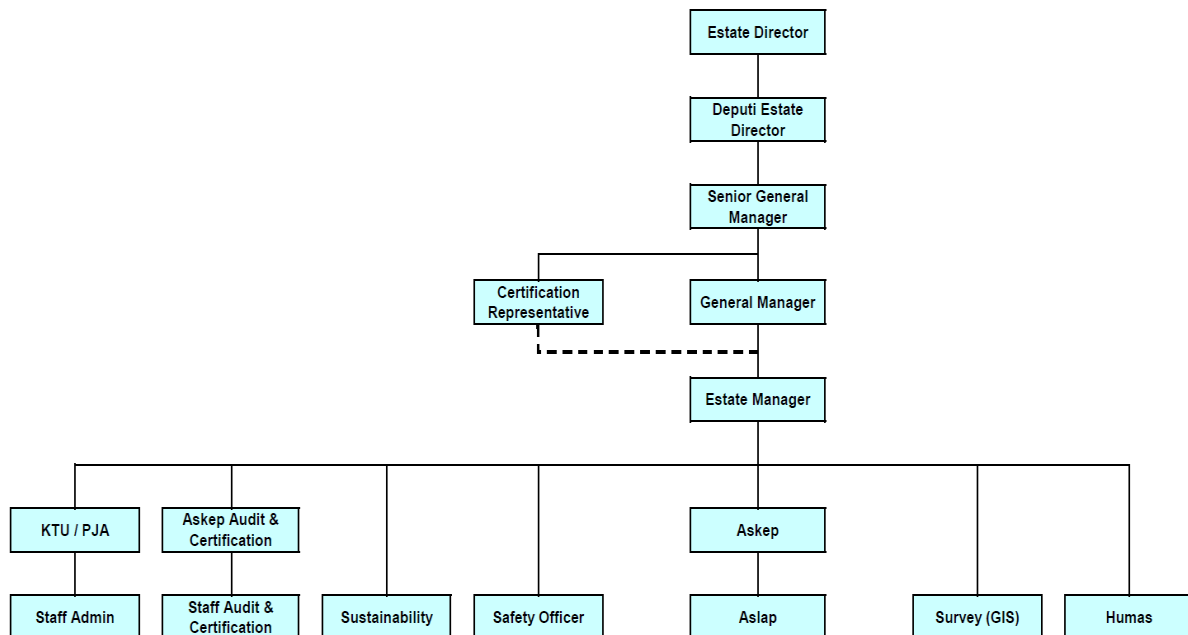
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Personnel involved in planning and implementation.

Bellow the personnel to be involved in planning and implementation;

1. Gunadi (Senior General Manager)
2. Darman (General Manager)
3. Gan Lian Tiong (Head of Sustainability)
4. Sanjaya (Estate Manager)
5. Budi Tri Prasetia (Manager Sustainability)
6. Rudi Sharta (Askep Sustainability) and Team
7. Siswondo Parman (Humas Manager)
8. Dedi Ardiansyah Rambe (Askep Humas)
9. Paulaline Yanti (Audit & Certification Manager) and Team
10. Bagun Hapsoro (GIS Manager) and Team

The NPP management chart of PT GAP



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The process of HCV and SIA development and preparation of management and monitoring plans for PT GAP was implemented in phases involving several parties: that is Estate Department, the Public Relation (Humas Department) and Sustainability Department. The implementation of the HCV and SIA management & monitoring plans in the field will be implemented by experienced personnel who possessed the relevant knowledge and technical skills. Sustainability Staff, Audit & Certification (A&C) Staff, with the assistance of the Public Relation (Humas) Team, stationed at the location, will provide support in these activities. The Estate Manager is directly responsible on the implementation of the plans of management and monitoring.

In addition, the Senior Estate Manager is accountable in fulfilling of the requirements for the plan and as well as responsible in analyzing the input results 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 GAP” document. The Head Office Estate Department, Public Relation (Humas) Department, and Sustainability Department will provide the overall support in the implementation of the development plan.

Stakeholders to be involved

The process of the HCV and SIA development and preparation of management plans and monitoring PT GAP also involved relevant stakeholders such as governmental offices, The Plantation and Forestry Office, The Office for River Management-BPDAS, local communities, the government of local village and Sub-District, and other company's (private sector) of Forestry and Plantation include peer review HCV Management & Monitoring by expertise.

Consultation with the relevant stakeholders to provide opportunities for communication and sharing the informations/opinion/suggestions between the PT GAP and the workers, contractors, suppliers, consumers, government agencies and communities to move forward for the benefit and common progress. This is also part of the process of free, prior and informed consent procedures to ensure that there is a balance in the social and environmental harmony in the development of the oil palm planting project between PT GAP and the local communities, the relevant government agencies, concerned stakeholders, NGOs, etc.

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Stakeholder consultation was conducted on 8 October 2012 (38 participant), on 8 November 2012 (59 participant) and 27 March 2015 (33 participant), which was attended by the representative of villagers, local government, NGOs. The relevant stakeholder involved during the public consultation consists of:

1. Government (Natural Resource Conservation Department-BKSDA, The Plantation Office, Forest Officer,)
2. Local government representatives (at Kabupaten, Kecamatan and Village level).
3. Local community leaders : Badan Perwakilan Desa, community leaders
4. Non Government Organization (NGO): BOSF (Borneo Orangutan Survival Foundation), DUTA NGO, TISA NGO and LPPLH Green Borneo.
5. Academics: Department of Forestry, Faculty of Agricultural UNPAR.
6. Company employees and their representatives

Tabulated below is the result from lastly public consultation was conducted on 27 March 2015 in PT GAP, which was attended by the representative of villagers, local government, NGOs.

Name	Institution	Statement and Query
Titin Srikandi	Camat Mentaya Hilir Utara	The good news is that Sampit River water is good and sufficient after laboratory test because water from Sampit River is planned to be clean water sources for PDAM which will be built in the near future to fulfill the community's needs. The PDAM is allocated for water usage in North Mentaya Hilir Sub-District, South Mentaya Hilir Sub-District, Pulau Bahau Sub-District and Bagendang Sub-District. As for wildlife, alligator is frequently seen along Sampit River, however during dry season alligator migrate downwards to Mentaya River due to limited prey such as monkey and fish.
Muriansyah	BKSDA Sampit	Based on data from BKSDA Sampit, in 2013, BKSDA received 3 Orangutan consist of 2 adult and 1 child from Rongkang Village. Apart from Orangutan, there was also handover of 1 Beruang Madu from Rongkang Village. Meanwhile there was not report to BKSDA for Owa, it was suspected Owa in this location has migrated due to limited habitat and feedstock. Until now, there are still trading for several types of turtle using quota system. The last time BKSDA received alligator is in 2002, Buaya Taman with length 4m in dead condition in Sampit River. Based on summary report to BKSDA, there were 7 attacks by alligator in 2012-2014. Based on the incidents, alligator attack was mainly in July.
Sayitno	Koramil	Conservation is important to be maintained. During 2014, Koramil Bagendang has planted in 3 conservation area in Kotawaringin Timur as feedstock for Orangutan. However the community logged them. This shows lack of community's awareness to surrounding environment and wildlife. While some of them are endangered. We urge and encourage the community to start planting from neighborhood near the house, which aside from giving beauty can also serve as feedstock for surrounding wildlife. in addition to giving beauty to the environment as well as feed for the wild life that lives around us

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Name	Institution	Statement and Query
Suparman	BLH Sampit	Thank you for the positive assessment result on the water quality of Sampit River, where the water can be safely consumed by the community. We would like to ask good cooperation from all stakeholders for the construction of drinking water company (Perusahaan Penyedia Air Minum) and to maintain the water quality of Sampit River. We also would like to urge the community to take care of the river as well as the company to maintain the riparian buffer zone that borders the company's concession. In regards to the fire incident in Central Kalimantan, we are aware that fire incident is mostly occurred due to human. Therefore we urge the cooperation among stakeholders to participate in fighting and avoiding the fire.
Titin Srikandi	Camat Mentaya Hilir Utara	It is important to raise the local community's awareness on fire incident. Mentaya Hilir Utara Sub-District is the area with the most fire hotspot in 2014. Some actions that cause fire is land clearing and irresponsible cigarette-butt disposal. Socializations have been conducted, but the result is not as expected. The government appreciates all efforts conducted by PT GAP in fighting fire.
Aprian DR	NGO: Duta	The causes of fire and flooding are our responsibilities, and we are also responsible to handle and avoid such incidents. What important is we are taking care of our environment in order to anticipate fire and flood. We also hope that company can settle the land compensation.
Junaedi	BKSDA Sampit	In order to maintain the existing HCV Area, company should do the following: <ol style="list-style-type: none"> 1. Settle the HCV area in dispute 2. Conduct socialization on the HCV and conservation area to the community to mitigate the conflict the local community regarding HCV and conservation area. 3. Engagement with the community to maintain the existing HCV area and to raise community's awareness that HCV belongs to us; hence it is our responsibility to take care and maintain HCV.
Titin Srikandi	Camat Mentaya Hilir Utara	We suggest that Bangkariang River is classified as HCV 5; the river is a source of living for the community.
A. Muhid	NGO: Duta	The results of HCV assessment should be socialized to the community. Company should also provide information on HCV to the community and the community must be engaged in maintaining and improving the value of HCV.
Darman	Management PT GAP	PT GAP form team to conduct socialization on HCV to the communities, such as socialization to the schools. As for the cleaning of Bangkariang River the community lacks of understanding that cleaning the river will mitigate the risk of flood during rainy season.

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4a. Summary of management and Mitigation Plans (SEIA)

PT GAP has developed the plans for the conservation impacts and social impacts as the operational efforts on social and conservation mitigation. The social development and preparation of management & monitoring plans for PT GAP was mainly based on SEIA and the Social Impact Assessment, in principle, referred to the related laws in Indonesia.

Based on the SIA results for PT GAP by Aksenta and the Environmental Management & Monitoring Plans (*Rencana Pengelolaan Lingkungan / Rencana Pemantauan Lingkungan*) of PT GAP document, the management for the Social and Environmental Impacts 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.

The Management and Mitigation Plan as per SIA Assessment and AMDAL document of PT GAP is described as following:

1. Land Acquisition (and Compensation) Program including FPIC process
2. Enhancement of human resources in company's surroundings
3. Strengthening communication and social relations with community in company's surroundings
4. Improvement in economic condition of community in company's surroundings
5. Development CD/CSR Program
6. Improvement in health and infrastructure for community in company's surroundings
7. Improvement in environment quality
8. Improvement on workers' welfare

The Summary of Management and Mitigation Plans (SEIA) as describe bellow:

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Table 3 Summary of Management and Mitigation Plans (SEIA)

No	Management Objective	Target	Management & Mitigation Plan Activity	Time	Pic
A. Land Acquisition (and Compensation) Program including FPIC Process					
1.	Accomplish clear and clean land compensation	Acquire clear and clean land for oil palm development.	<ul style="list-style-type: none"> - Conduct socialization - Conduct compensation in accordance to Land Compensation Procedure and FPIC 	2015 Continuously	GM, EM ,Humas
2	No claim on land that has already been compensated by company	Company operation in safe manner without interference from other party	<ul style="list-style-type: none"> - Ensure compensation on land to be compensated by company is paid to the rightful person. - Involve witness bordering the land and village team in the land compensation process, especially during land verification stage. Have a good relations and cooperation with stakeholders. 	2015 Continuously	GM, EM, Humas
3	Company able to conduct land clearing	<ul style="list-style-type: none"> - Land clearing without any rejection and social land issue from community. - Good communication with all stakeholder 	<ul style="list-style-type: none"> - Conduct land clearing according to company policy for compensated land. 	2015 Continuously	GM, EM, Humas
B. Enhancement of human resources in company's surroundings					
1.	Support underprivileged local community to continue education until university	Help underprivileged college student	<ul style="list-style-type: none"> - Develop scholarship policy - Socialization - Selection on scholarship recipient candidate - Give scholarship - Monitoring 	2015 Continuously	GM, EM, Humas
2	Participate in enhancing the success of primary education	Help underprivileged college student	<ul style="list-style-type: none"> - Develop GN OTA policy - Survey on recipient candidate - Inform scholarship program - Selection on scholarship recipient candidate - Give scholarship - Report the activity 	2015 Continuously	GM, EM, Humas
3	Provide internship opportunity to student (Field practice)	Participate in student education and skill enhancement	<ul style="list-style-type: none"> - Develop internship policy - Verify internship candidate - Conduct internship - Report the activity 	2015 Continuously	GM, EM, Humas

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No	Management Objective	Target	Management & Mitigation Plan Activity	Time	Pic
C. Strengthening communication and social relations with community in company's surroundings					
1.	Establish sustainable harmonious communication with community	Conducive environment for company operational	<ul style="list-style-type: none"> - Identify influential public figure in company's surroundings - Establish good communication with influential public figure 	2015 Continuously	GM, EM, Humas
D. Improvement in economic condition of community in company's surroundings					
1	Admit local workforce in accordance to needs.	Fulfill local workforce needs	<ul style="list-style-type: none"> - Identify needs and availability of workforce - Socialize workforce recruitment - Conduct recruitment in accordance to needs 	2015 Continuously	GM, EM ,Humas
2	Provide business opportunity to local contractor and supplier in accordance to company's standard and quality	Business opportunity is available for local contractor and supplier in accordance to company's standard and quality	<ul style="list-style-type: none"> - Identify needs and availability of local contractor and supplier - Socialize the needs for local contractor and supplier - Draw work agreement - Cooperate with Surat Perjanjian Kerja in accordance to needs 	2015 Continuously	GM, EM ,Humas
E. Development CD/CSR Programme					
1	Provide social benefits to the communities in the project area	CD/CSR Program effective	<ul style="list-style-type: none"> - Prepare a CD/CSR program tailored to the needs of the local communities, through social surveys conducted by dedicated personnel. - Conduct partnership with the related institution in building the needed basic infrastructure (economic, transport, education, and health) as allowed by the company's finances - Harmonize the company's aid programs with the local government or other parties' work plans - Evaluate the CSR programs and improve them according to the needs and conditions of local communities, general social climate as well as the company's growth 	2015 Continuously	GM, EM ,Humas
F. Improvement in health and infrastructure for community in company's surroundings					
1	Participate in improving community health in company's surroundings	Better community awareness for clean living	<ul style="list-style-type: none"> - Socialization on health issue in collaboration with relevant agency (Health agency) - Provide fogging assistance in collaboration with relevant agency (local clinic) 	2015 Continuously	GM, EM ,Humas, A&C
2	Participate in provision of clean water	Adequate clean water available	<ul style="list-style-type: none"> - Provide clean water support 		

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No	Management Objective	Target	Management & Mitigation Plan Activity	Time	Pic
G. Improvement in environment quality					
1	River condition is well maintained	River condition is well maintained	<ul style="list-style-type: none"> - Conduct test on river water - Socialization on maintaining river buffer zone 	2015	GM, EM, A&C, Sustainability
2	Minimized the negative impact and maintain the quality in the range of standard/regulation.	Air, sound and water Pollution in the range of standard/regulation.	<ul style="list-style-type: none"> - All vehicles should pass the emission gas test. - Avoid pressing the horn on the road of villages. - Training the drivers for all vehicles of the project, to reduce the air dust. - Proper management of domestic and scheduled waste. - Routine quality monitoring of waste water discharged into rivers. - Monitoring the river water quality - Socialize the management of the riparian areas with local community and village official. 	Continuously	GM, EM, A&C, Sustainability
H. Improvement on workers' welfare					
1	Provide workers facilities	workers facilities available	<ul style="list-style-type: none"> - Provide housing and other facilities to workers. - Provide access to clean water to workers's house. - Provide health facility (clinic) and religious facility to workers - Provide training or socialization on proper care and maintenance of housing and other supporting facilities, maintaining clean environment, housekeeping, zero burning and conservation of natural resources. 	2015 Continuously	GM, EM, Humas

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

The HCV development and preparation of management & monitoring plans was based on the recommendations by independent consultants from Aksenta. This process provides data and information related to the presence of the HCV areas in the Land Use Title (HGU), the key HCV elements, the actual conditions included the potential threats, and the recommendations for the management. 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 is implemented regularly and it is dependent on the classifications of the activities and the target indicator to evaluate [the detail of such activities is presented in the Activities Plan Matrix (*Matriks Rencana Kegiatan*)]. The review is 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). 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:

In order to make such activities effective, it is required that the reinforcement to the human resources competencies be applied so that they have sufficient knowledge and life skills to implement all the determined activities. Moreover, it is essential to provide appropriate infrastructures so that the implementation of the activities is possible to be effective.

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Table 4 Summary of Management and Mitigation Plans (HCV)

Threat	Management objective	Management Activity Plan & Monitoring	Location	Time	PIC
<ul style="list-style-type: none"> ○ Animal hunting ○ River fragmentation ○ River contamination 	<ul style="list-style-type: none"> • Ensure that RTE species is not hunted by company staff and workers • Enhance the river management by acquiring riparian buffer zone within the concession. 	<ul style="list-style-type: none"> • Monitor the situation and to control if there are RTE species being trapped • Monitor fishing activity that can cause damage to biotic • Monitor the illegal hunting and trading of wildlife. • Installation of HCV signboard: announcement, warning, prohibition. • Cooperate with local community to protect the river. • Cooperate with local government to protect the river and rehabilitate the riparian buffer zone. • Socialization and HCV awareness to workers, staff, community in plantations and contractor's workers: • Patrols, especially during dry season • Installation of domestic waste disposal (workers housing and office): not directly dispose to river 	All HCV & HCV Management area assigned by company.	2015 Continuously	GM EM Askep Sustainability Humas Security staff
<ul style="list-style-type: none"> ○ Uncontrolled logging activity by the community ○ Fire incident during dry season 	HCV area and its key element are safe from any form of threat to its sustainability	<ul style="list-style-type: none"> • Monitor any potential disturbance from human to peat area situated within and outside the concession. • Create signboard to prevent fire • Monitor fire hotspot periodically. • Socialization and HCV awareness to workers, staff, community in plantations and contractor's workers: • Actively patrol the concession to monitor logging activity. • Fire patrols, especially during dry season • Installed tower api / fire 	All HCV & HCV Management area assigned by company.	2015 Continuously	GM EM Askep Sustainability Security staff
Company's operational activity that pays less attention to the existence of HCV 6, especially during land clearing and replanting.	Ensure that existence of HCV 6	<ul style="list-style-type: none"> • Monitor the presence and physical condition of area valued as HCV 6 • Evaluate the effectiveness of managing the HCV 6 area • Conduct socialization to the community, company worker and staff and contractors regarding the presence, location, 	HCV 6	2015 Continuously	GM EM Askep Sustainability

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Threat	Management objective	Management Activity Plan & Monitoring	Location	Time	PIC
		and the value of HCV 6, and the company's commitment to sustain HCV 6. To provide access to the community whom would like to pay a visit			
-	HCV protection and management program are fully supported and actively involving external key stakeholders: community and government agency.	<ul style="list-style-type: none"> Collaborate with villages community Collaborate with government agency: BLH (protection of important water catchment area and clean water sources to surrounding community), Dinas Kehutanan (protection of protected forest inside company's operational area), BKSDA (protection of protected species and habitat for wildlife refuge) 	All HCV & HCV Management area assigned by company.	2015 Continuously	GM EM Sustainability Humas
-	HCV Management & Monitoring Review to Enhance HCV Identification and Improvement of Management & Monitoring Program	In regulary sustainability team with management PT GAP conducting review all program of HCV management & monitoring	All HCV & HCV Management area assigned by company.		GM EM Sustainability Humas

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Development Plan

PT Globalindo Alam Perkasa's development plan has incorporated the findings from Social Environmental Impact Assessment (SEIA – AMDAL), HCV assessment and Social Impact Assessment for implementing the operational plans. The land use plan analysis was also carried out, guided by the RSPO GHG Assessment Procedure for New Plantings, to meet criterion 7.8 of the 2013 RSPO P&C requirements. In addition to this RSPO requirement, PT GAP has commissioned Aksenta to carry out carbon stock measurement in the proposed areas planned for planting, to ascertain that these are not on areas with high carbon stocks as fulfillment of the Group's Sustainability Policy.

The total area in PT GAP covers an area of 16,062.84 Ha, out of which about 4,876.54 ha had already been planted. PT GAP was RSPO certified on 17th June, 2011 as a supply base to PT Maju Aneka Sawit palm oil mill, a member of the Group. On 11th December, 2012 the company posted the RSPO New Planting Procedures Notification for on-going oil palm planting within the concession. Further expansion of oil palm areas is made possible as the local communities have released their land through the free, informed prior informed process. Planting of new oil palm will be in the balance unplanted areas within the PT GAP concession, outside the HCV areas that have been identified for management.

The unplanted areas have been scheduled for planting and the RSPO New Planting Procedures for on-going development is complied. This is part of an ongoing planting and this report is meant for notification only. The net area for cultivation of oil palm after analyzing with HCV areas, LULUC analysis, and carbon stock GHG assessment using RSPO Tools is 3,602.85 ha. Potential areas for oil palm plantings identified through CSR projects in villages in the vicinity outside of the HGU will be included at the opportune time when these CSR projects have been identified and agreed for the surrounding villages.

The enclaves' areas and areas in the vicinity outside the HGU with the potential for CSR oil palm development do not contain primary forest nor HCV areas and the general land covers are cultivated area and shrub mixed. In accordance with the operational management of PT GAP, land development and plantings are scheduled in 2015 and thereafter. The process of land development and palm oil planting undertaken activities including land acquisition or compensation to the land owners and as addition activity is socialization of plantation development plan or Free Prior and Informed Consent (FPIC).

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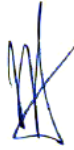
As part of the process of free, prior and informed consent (FPIC), procedures to ensure that there is participation in the social and environmental harmony in the development of the oil palm planting project by PT GAP, consultation with the relevant stakeholders is to provide opportunities for communication and sharing the informations/opinion/suggestions between the PT GAP and the the affected stakeholders to move forward for the benefit and common progress. PT GAP has standard operating procedures for land acquisition and compensation procedures based on the principle of free, prior and informed consent. The company also has established the complaint and grievance procedures so that the problem solving process is done through discussion and mutual deliberation.

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5. Internal responsibility

Document of SEIA & HCV management and monitoring plan of PT Globalindo Alam Perkasa (PT GAP) has been approved by the management on 29 July 2015.

Proposed by,



Darman

General Manager PT GAP

Date: 29 July 2015

Agreed by,



Gunadi

Senior General Manager

Date: 29 July 2015

Approved by:



Ng Chang Huat

Estate Director

Date: 29 July 2015