



COMPARATIVE TABLE OF
ISPO 2020 AND RSPO 2018



KEHATI



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CRITERIA		RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
ENVIRONMENT			
Limiting land conversion: conservation of primary forest	No new plantings for oil palm plantations have replacing primary forest, or any area with high biodiversity conservation value, since November 2005	<p>Standard :</p> <p>1. Indicator 7.12.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <i>Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document</i> • Explanation : <ol style="list-style-type: none"> 1. Definition of Land clearing on Annex 1 is conversion of land from one land use to other. Replanting oil palm to oil palm is not considered land clearing. Within existing certified unit, clearing of less than 10 ha is not considered new land clearing. 2. Definition of Primary Forest and area required to protect on Annex 1 and Indonesian National Interpretation is not available so that definition referring to term used in Indonesian (by government & scientific) during audit. 3. Definition of deforestation on Annex 1 is loss of natural forest as a result of : 1). Conversion to agriculture or other non-forest land use; 2). Conversion to a plantation forest; or 3). Severe and sustained degradation 4. Definition of High Conservation Value (HCV) areas on Annex 1 is the areas necessary to maintain or enhance one or more HCVs 5. Definition of new planting on Annex 1 is planned or proposed planting on land not previously cultivated with oil palm 6. Since November 2005 since the standard (P&C) first became effective in November 2005 7. There is a change in the word from “new planting” to “land clearing” and an addition of words from the 2013 standard to 2018. 8. If there has been land clearing activity since November 2005 in an HCV area because the HCV assessment has not been carried out prior to the land clearing activity, it is categorized as non-compliant clearance. 	<p>Standard in Annex 1 :</p> <p>1. Indicator 1.1.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : Plantation business actors shall have Location Permit as provided for by the Regency / Provincial Spatial Plan (RTRK / RTRWP) • Explanation : Pursuant to Law No.26 of 2007, Spatial Planning is a form of spatial structure and spatial pattern where the spatial pattern is designated as space for protective and cultivatory purposes. One of the spaces provided for protective functions is in the form of protected areas and the cultivatory function is carried out in the form of forestry cultivation functions. Plantation cultivation areas are not allowed to be opened from protected areas and / or forestry cultivation areas but are located in spaces that function as agricultural / plantation cultivation. <p>2. Indicator 1.1.2 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. Plantation land that originates from converted production forest area shall be obligated to have Permit for Release of Forest Area from the Ministry of Environment and Forestry or Indonesian Investment Coordinating Board 2. Plantation opened from production forest areas and limited production forests must obtained Principle Permit for Area Swapping • Explanation : <ol style="list-style-type: none"> 1. The definition of Forest and Forest Area refers to Law No. 41 of 1999 as amended by Law No. 19 of 2004 (stipulation of Government Regulations in Lieu of Law No. 1 of 2004) 2. Forest areas that are permitted to be converted into non-forest areas, among others for oil palm plantations, are areas originating from Production Forests (Convertible Production Forest or Production Forest or Limited Production Forest)

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ENVIRONMENT		
	<p>For this category, it must comply with the Nov 2015 Remediation and Compensation Procedure (RaCP). If any of the above activities were carried out above 2014, the RSPO membership of the entity is revoked.</p> <p>2. Indicator 7.12.2 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : HCVs, HCS forests and other conservation areas are identified • Explanation : <ol style="list-style-type: none"> 1. The standard used for HCV assessment / identification is the HCV toolkit. Forest is a landscape that has received special attention from the aspect of biodiversity 2. The HCV identification / assessment is carried out by personnel approved by the RSPO (RSPO approved assessor), namely HCV ALS licensed assessor, RSPO approved Assessor list and Internal Assessor. For the implementation of HCV identification or assessment from 1 January 2015 up to now, this must be carried out by the HCV ALS licensed assessor. <p>3. Indicator 7.7.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : No New Planting on peatland, regardless of depth after 15 Nov 2018, in existing plantation areas, as well as in new development areas • Explanation : <ol style="list-style-type: none"> 1. In the RSPO P&C standard, Nov 2018 requires no new planting on peat regardless of its depth after 15 Nov 2018 on existing plantation areas or in new development areas. 2. The definition of peat land refers to PP No. 71/2014 in conjunction with PP No. 57/2016 and MOA No. 14/ Regulation of Minister of Agriculture/PL.110/2/ 2009 <p>Other Role : New Planting Procedure (NPP), Nov 2015. This role must be obeyed by plantation companies carrying out new plantings since 2010 in areas outside those which have been certified,</p>	<p>so that they do not originate from a which functions as primary forest designated as Permanent Forest (Protection Forest, Conservation Forest, Limited Production Forest and Permanent Production Forest). The definition of Permanent Forest is a forest area that will be maintained as a forest area and consists of Conservation Forest, Protection Forest, Limited Production Forest and Permanent Production Forest.</p> <p>3. Procedures for changes in forest area designation and function, the process of issuing a permit to release the area and a letter of approval in principle for area swap, shall refer to the following regulations:</p> <ul style="list-style-type: none"> • Government Regulation No. 10 of 2010 in conjunction with PP No. 60 of 2012 replaced by No.104 of 2015 concerning Procedures for Exchanging the Designation and Function of Forest Areas • Regulation of Minister of Forestry No.P.33 Year 2010 jo P.17 Year 2011 jo P.51/ MENLHK/SETJEN/KUM.1/6/2016 replaced by Regulation of Minister of Environment and Forestry No. P.96/MENLHK/SETJEN/KUM.1/11/2018 jo P.50/MENLHK/SETJEN/KUM.1/9/2019 concerning Procedures for the Release of Convertible Production Forest Areas • Regulation Minister of Forestry No. P.32 of 2010 jo No. 41 of 2012 jo P.27/Menhut-II/2014 replaced by No. P.97/ MENLHK/SETJEN/KUM.1/11/2018 concerning Forest Area Swapping <p>4. In the 1990s, a Joint Decree of the Minister of Forestry, Minister of Agriculture and Head of BPN No. 364/Kpts-II/90, No. 519/Kpts/HK.050/7/90 and No. 23-VIII-1990 was issued which addressed the provisions for releasing forest areas and granting HGU for agricultural business development. Forest areas that can be released into agricultural business land are forest areas based on the ability of the land to be suitable for agricultural business and according to forest use, are not maintained as permanent forest areas.</p>

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ENVIRONMENT		
		<p>3. Indicator 3.7 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. Identified as protected areas and areas of high conservation value • Explanation : <ol style="list-style-type: none"> 1. Types of protected areas for implementation of identification refer to Presidential Decree No. 32 of 1990 2. The standard used so far for HCV assessment / identification is the HCV toolkit. Forest is a landscape that has received special attention from the aspect of biodiversity 3. Reference is also available referring to the Regulation of the Director General of KSDAE Number P.5/KSDAE/SET/KUM.1/9/2017 concerning Technical Guidelines for Determining Areas of High Conservation Value Outside Nature Reserve Areas, Nature Conservation Areas and Hunting Parks <p>4. Indicator 3.9.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : It is available a document which shows that the development of a new plantation does not open natural forests and peatland, in accordance with the applicable statutory regulation. • Explanation : <ol style="list-style-type: none"> 1. The definition of primary natural forest is forest with a category, consisting of one type of fund or a combination of appearance from primary dryland forest, primary swamp forest and primary mangrove forest. This definition is covered in the Director General of Forestry Planning and Environmental Planning Regulation No. P.6/PKTL/SETDIT/KUM.1/10/2019 2. These documents are in the form of a map of the concession area of plantation operational areas with natural forest and an Indicative Map for Suspension / Termination of the Granting of New Permits (IPPIB) and records that plantation business actors have not cleared primary natural forest and peatlands. 3. Reference to regulations related to the above, namely Presidential Instruction No. 10 of 2011 jo No. 06 of 2013 jo No. 8 of 2015 jo No. 6 of 2017 jo No. 5 of 2019.

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ENVIRONMENT			
Limiting land conversion: peatland conservation	When planting limited to fragile and marginal soils, including peat, is proposed, plans must be developed and implemented to protect the land without causing adverse impacts.	<p>1. Indicator 7.5.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : Map that identify marginal and fragile soils, including steep sloped land are available • Explanation : <ol style="list-style-type: none"> 1. Identify marginal and fragile soils and form a map 2. Definition of marginal soil and fragile soil on Annex 1 is available <p>2. Indicator 7.6.1 & 7.6.2:</p> <ul style="list-style-type: none"> • Regulatory Sentences : <p>7.6.1 : Evidence of long-term land suitability for oil palm cultivation, soil maps or soil surveys that identify marginal and fragile soils , including steep terrain are available, in planning and operations</p> <p>7.6.2 : Extensive planting on marginal and fragile soils is avoided or, if necessary, carried out according to the best-practice soil management plan</p> • Explanation : <ol style="list-style-type: none"> 1. Soil surveys and topographic information are used to plan the location of new plantation developments and the results are incorporated into planning and operations so that there is evidence of long-term land suitability for oil palm cultivation. 2. One of the guidelines that can be referred to is Regulation of Minister of Agriculture No. 131/Permentan/OT.140/12/2013 <p>3. Indicator 7.7.2 to 7.7.7 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <p>7.7.2 : peat areas within the managed area are inventoried, documented and reported to the RSPO secretariat (effective from Nov 15, 2018)</p> <p>7.7.3 : peat subsidence is monitored, documented and minimized</p> <p>7.7.4 : availability of implementation evidence of the water and land cover management program</p> <p>7.7.5 : Drainability assessments are conducted for plantations planted on peat following the RSPO drainability assessment procedure or other method recognized by RSPO before replanting.</p> 	<p>Standard in Annex 1 :</p> <p>1. Indicator 2.2.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. Plantation business actors must have an Standard Operating Procedure (SOP) for land clearing including land management 2. Applying the principles of land and water conservation in the process of new land clearing and plantation operational that is stipulated based on the applicable laws and regulations. • Explanation : <ol style="list-style-type: none"> 1. The certification unit is required to have an SOP for land clearing on new land and plantation operational land that takes into account soil conservation principles 2. The principles of soil and water conservation, one of which refers to Law No. 37 of 2014 and Regulation of the Minister of Agriculture No. 131/Permentan/OT.140/12/2013 <p>2. Indicator 2.2.4 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. SOP or technical guidelines or work instructions for planting oil palm plantations on peatlands 2. Regulating the subsidence of high peat soil 3. Documentation of recording on application of planting on peat land in accordance with the procedures and / or laws and regulations • Explanation : <ol style="list-style-type: none"> 1. SOPs for planting on peatlands are in accordance with legal practice regarding the use of peatlands for cultivation of palm oil. 2. For peatlands that have been planted with palm oil, an SOP for regulating the lowering of high peat soil is required, a tool to measure it and facilities & infrastructure related to the management of planting on peatlands. 3. Documentation of application records, including documents on the identification of the depth of peat in the HGU area, the results of implementing SOPs related to planting and maintaining palm oil on peatlands, monitoring results of subsidence and regulating groundwater levels and issuing identification and mapping documents on the peat ecosystem with protection functions excluded from planting.

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ENVIRONMENT			
		<p>7.7.6 : All existing plantations on peat are managed according to applicable laws and/or RSPO guidelines for BMP for oil palm cultivation that are already on peatlands version 3 (June 2019) along with related audit guidelines (May 2019)</p> <p>7.7.7 : All peat areas not planted and reserved in managed areas (regardless of depth) are protected as peatland conservation areas; along with relevant audit guidelines</p> <ul style="list-style-type: none"> • Explanation : <ol style="list-style-type: none"> 1. Management of areas / land / peat areas within areas managed by plantation companies in accordance with applicable laws and regulations and / or RSPO guidelines for PPT for palm oil cultivation and conducting drainability assessments prior to replanting. 2. For peat areas that are not planted and reserved in managed areas (regardless of depth) are protected as peatland conservation areas 	<p>3. Indicator 3.9.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. It is available a document which shows that the development of a new plantation does not open natural forests and peat-moss land, in accordance with the applicable statutory regulation. 2. It is available a record of implementation for protection forest and • Explanation : <ol style="list-style-type: none"> 1. The definition of primary natural forest is forest with a category consisting of one type of fund or a combination of appearance from primary dryland forest, primary swamp forest and primary mangrove forest. This definition is covered in the Director General of Forestry Planning and Environmental Planning Regulation No. P.6/PKTL/SETDIT/KUM.1/10/ 2019 2. These documents are in the form of a map of the concession area of plantation operational areas with natural forest and an Indicative Map for Suspension / Termination of the Granting of New Permits (IPPIB) and records that plantation business actors have not cleared primary natural forest and peatlands. 3. Reference to regulations related to the above, namely Presidential Instruction No. 10 of 2011 jo No. 06 of 2013 jo No. 8 of 2015 jo No. 6 of 2017 jo No. 5 of 2019.
Reduction of Greenhouse Gas (GHG)	Plans to reduce greenhouse gas emissions must be developed and implemented to minimize emissions	<p>Standard:</p> <p>1. Indicator 7.10.1:</p> <ul style="list-style-type: none"> • Regulatory Sentences : GHG emission for the unit of certification are identified and assessed. Plan to reduce or minimize GHG emissions are implemented, monitored through the PalmGHG calculator and reported publicly • Explanation : Not for development areas <p>2. Indicator 7.10.2:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Since 2014, an estimate of carbon stocks in the proposed development area has been carried out along with potential sources of emissions that can occur directly as a result of the development and plans to minimize these emissions are prepared and implemented (following the RSPO GHG Assessment Procedure for New Development) • Explanation : For development area 	<p>Standard in Annex 1 :</p> <p>1. Indicator 3.8.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. Having a sop on the mitigation of Greenhouse Gases (GHG)'s emission 2. Having an inventory of GHG emission sources 3. Has the results of GHG calculations 4. Having a document of land's history 5. Having a document on GHG mitigation • Explanation : The GHG mitigation document includes a GHG reduction program / plan and records of GHG reduction plan / program activities

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Biodiversity Conservation	The status of rare, threatened or endangered species and other high conservation value habitats, if any, should be identified and operations managed to ensure that they are maintained and / or enhanced.	<p>Standard:</p> <p>1. Indicator 7.12.6:</p> <ul style="list-style-type: none"> • Regulatory Sentences : All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. • Explanation : - <p>2. Indicator 7.12.7:</p> <ul style="list-style-type: none"> • Regulatory Sentences : The status of HCVs, HCS forests after 15 Nov 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan • Explanation : - 	<p>Standard in Annex 1 :</p> <p>1. Indicator 3.7 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. Having a results of identification on protected areas and areas of high conservation value. 2. Having a SOP on the maintenance of protected areas and areas of high conservation value. 3. Having the site map and the Management Plan on areas of High Conservation Value and other identified protected areas 4. Doing the dissemination on protected areas and High Conservation Value areas to the manpower and the people around the plantation 5. Carry out activities in order to protect protected areas and HCV and report to the competent authorities • Explanation : <ol style="list-style-type: none"> 1. The standard used so far for HCV assessment / identification is the HCV toolkit. Forest is a landscape that has received special attention from the aspect of biodiversity 2. Reference is also available referring to the Regulation of the Director General of KSDAE Number P.5/KSDAE/SET/KUM.1/9/2017 concerning Technical Guidelines for Determining Areas with High Conservation Value Outside Nature Reserve Areas, Nature Conservation Areas and Hunting Parks 3. Species categorized as RTE are one of the values in the implementation of HCV identification <p>2. Indicator 3.7.1 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : <ol style="list-style-type: none"> 1. Have SOP for the conservation of biodiversity 2. Having a list of priority plants and animal species at the plantation and plantation surrounding area (from the environmental documents) before and after the commencement of plantation business • Explanation : <ol style="list-style-type: none"> 1. List of priority plant and animal species categorized as RTE or protected under PP or IUCN or not included in the third category. 2. Protected flora and fauna species are stipulated in PP No. 7/1999 concerning the Preservation of Plant and Animal Species, replaced by the Regulation of the Minister of Environment and Forestry No. P.20/MENLHK/SETJEN/KUM.1/6/2018 jo No. P.92/MENLHK/SETJEN/KUM.1/8/2018 jo No. P.106/MENLHK/SETJEN/KUM.1/12/2018

CRITERIA		RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
ENVIRONMENT			
			3. Law No.5 of 1994 concerning the ratification of the UN Convention on Biodiversity 4. Presidential Decree No. 43 of 1978 concerning the Ratification of CITES
SOCIAL AND MANPOWER PROGRAM			
<p>Appropriate land rights: ensuring land use rights by operators</p>	<p>It is evident that the operators have the right to use the land for their operations</p>	<p>Standard: 1. Indicator 4.4.1:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Documents showing legal ownership or lease, or authorized use of customary land authorized by customary landowners through a FPIC process. Documents related to the history of land tenure and the actual legal or customary use of the land are available • Explanation : Documents required to show ownership or lease or control and legal land use rights are documents related to obtaining land permits or transfer of land rights up to concession rights. 	<p>Standard in Annex 1 : 1. Indicator 1.1.1, 1.1.2 & 1.1.3 :</p> <ul style="list-style-type: none"> • Regulatory Sentences : 1.1.1: Location Permit 1.1.2: Land Acquisition 1.1.3: Land Rights (HGU, HGB or Right to Use) • Explanation : 1. The process of obtaining land rights and land rights obtained from the state shall follow the stages in accordance with the applicable laws and regulations according to the time of their acquisition. 2. Reference to laws and regulations regarding the acquisition of land rights: <ol style="list-style-type: none"> a. Law No.5 of 1960 concerning basic regulations on agrarian principles b. Government Regulation No. 24 of 1997 regarding land registration c. PP No.40 of 1996 concerning HGU, HGB and Use Rights over land d. Regulation of Minister of Home Affairs No. 15 of 1975 concerning Provisions regarding the procedures for land acquisition e. Regulation of the Minister of Agrarian Affairs / Head of BPN No. 2 of 1993 regarding the procedures for obtaining location permits and land rights for companies in investing f. Regulation of the Minister of Agrarian Affairs / Head of BPN No. 2 of 1999 jo No. 5 of 2015 concerning Location Permits g. Regulation of the Minister of Agrarian Affairs / Head of BPN No. 5 of 1999 on Guidelines for the settlement of issues of customary community rights h. Regulation of the Head of BPN No. 2 of 2011 concerning guidelines for technical considerations of land in issuing Location Permits, stipulating Location Permits and Land Use Change Permits i. Regulation of the Minister of Agrarian Affairs / Head of BPN No. 3 of 1999 concerning Delegation of the authority to grant and cancel decisions on granting rights to state land

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SOCIAL AND MANPOWER PROGRAM			
			j. Regulation of the Minister of Agrarian Affairs / Head of BPN No. 9/1999 on procedures for granting and canceling rights to State land and Management Rights
No child labor	No child or forced labor is shown	<p>Standard:</p> <p>1. Indicator 6.4.1:</p> <ul style="list-style-type: none"> • Regulatory Sentences : A formal policy for the protection of children, including prohibition of child labour and remediation is in place and included into service contracts and supplier agreements • Explanation : This policy is not only binding on the unit of certification but also in contracts for service providers and suppliers of FFB, and others. <p>2. Indicator 6.4.2:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Documented evidence on the fulfillment of worker's minimum age requirements in accordance with applicable regulation and verification procedures for age requirements are available • Explanation : In the Indonesian national interpretation, it mandates that the unit of certification does not employ people under 18 years of age <p>3. Indicator 6.4.4:</p> <ul style="list-style-type: none"> • Regulatory Sentences : The unit of certification demonstrates communication about its no child labour policy and the negative effects of child labour and promotes child protection to supervisors and other key staff smallholders, FFB suppliers and communities where workers live • Explanation : - 	<p>Standard in Annex 1 :</p> <p>1. Criteria 4.4:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Employing child labor and discrimination in employment (plantation business actors are prohibited from employing child labor and discriminating according to laws and regulations • Explanation : <ol style="list-style-type: none"> 1. Starting from the policies of plantation business actors regarding the prohibition of employing minors in accordance with applicable labor laws to socialization to all levels of workers and contractor workers 2. Records of workers register containing information on name, education, position, place and date of birth, etc. 3. There is a sign prohibiting children from being around the work location which is dangerous for children and is known by all workers and workers' families 4. Reference to the following related laws and regulations: <ul style="list-style-type: none"> - Law No. 13 of 2003 concerning manpower. Article 1 defines children and Article 68 provides that employers are prohibited from employing child labor. - Law No. 20 of 1999 concerning the ratification of ILO No. 138 of 1973 regarding the minimum age for admission to work. - Law No. 23 of 2002 jo No. 35 of 2014 concerning Child Protection - Law No. 1 of 2000 concerning ratification of ILO No. 182 concerning the prohibition and immediate action to eliminate the worst forms of child labor - Regulation of the Minister of Manpower and Transmigration No. 235/2003 on types of work that endanger the health, safety or morals of children - Law No. 21 of 1999 concerning the ratification of ILO No.111 of 1958 concerning Discrimination in Employment and Occupation)

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SOCIAL AND MANPOWER PROGRAM			
No forced labor	No child or forced labor is shown	<p>Standard:</p> <p>1. CRITERIA 6.6:</p> <ul style="list-style-type: none"> • Regulatory Sentences : No form of forced or trafficked labor are used • Explanation : <ul style="list-style-type: none"> - There are things that are prohibited as a form of labor not accepting work voluntarily and freely, namely the retention of identity documents or passports, payment of recruitment fees, substitution of work agreements without labor consent, forced overtime work, prohibition of workers from leaving employment and enforcement penalty for termination of employment. - Definition of forced or trafficked labor on Annex 1 was available 	<p>Standard in Annex 1 :</p> <p>1. Indicator 4.2.2:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Tersedia kebijakan tertulis yang menyatakan bahwa pelaku usaha perkebunan melarang adanya segala bentuk kerja paksa atau perbudakan dalam melakukan kegiatan operasional • Explanation : <ol style="list-style-type: none"> 1 Starting from written policies, outreach to implementation in the field that there is no form of forced labor or slavery in carrying out operational activities 2 The definition of forced labor is informed by the ILO convention No. 105 where the convention has been ratified by Indonesia as stipulated in Law No. 19/1999. 3 Reference to the following related laws and regulations: <ul style="list-style-type: none"> - Law No.13 of 2003 concerning manpower (Article 32 regarding forced labor) - Law No. 19/1999 concerning the ratification of ILO No. 105 concerning the elimination of forced labor - Law No. 39 of 1999 concerning Human Rights (article 20 regarding the right not to be enslaved or enslaved) - Law No. 21 of 2007 on the crime of trafficking in persons
Ensuring the health and safety of the workers	The health and safety of the workers is ensured	<p>Standard:</p> <p>1. CRITERIA 3.6:</p> <ul style="list-style-type: none"> • Regulatory Sentences : OHS plan is documented, effectively communicated and implemented • Explanation : - <p>2. CRITERIA 6.7:</p> <ul style="list-style-type: none"> • Regulatory Sentences : The unit of certification ensures that the working environment under its control is safe and without undue risk to health • Explanation : tsida, layanan kesehatan dan asuransi kecelakaan kerja dan LTA 	<p>Standard in Annex 1 :</p> <p>1. Indicator 4.1:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Occupational safety and health (OSH) (applying the OSH system) • Explanation : <ol style="list-style-type: none"> 1 The indicators are related to OSH policies, emergency response organizations and systems, emergency response facilities and infrastructure, OSH organizations, risk identification and implementation plans which are disseminated to management and workers, OSH instructions, health checks, OSH training, PPE, reports 2 Reference to the following related laws and regulations: <ol style="list-style-type: none"> 1. Law No. 1 of 1970 concerning OSH 2. PP No. 50 of 2012 concerning the implementation of Management System of OSH (article 3 related to OSH policy, 3. Regulation of the Minister of Manpower No. 4 of 1987 concerning Supervisory Committee of OSH 4. Decree of the Minister of Manpower No. 4/1993 on Accident Benefits 5. Decree of the Minister of Manpower and Transmigration No. 609 of 2012 concerning Guidelines for the settlement of cases of work accidents and occupational diseases

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SOCIAL AND MANPOWER PROGRAM			
Ensuring workers' rights in association and bilateral negotiation	The rights of workers to association and collective bargaining are respected and / or guaranteed	<p>Standard:</p> <p>1. CRITERIA 6.3:</p> <ul style="list-style-type: none"> • Regulatory Sentences : The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel • Explanation : Indicators include statements related to freedom of association and collective bargaining rights in Indonesian from the published certification unit, explained to all workers and implemented as well as the minutes of meetings between the certification unit and the trade union. 	<p>Standard in Annex 1 :</p> <p>1. CRITERIA 4.5:</p> <ul style="list-style-type: none"> • Regulatory Sentences : Facilitating Labor Union Formation (plantation business actors facilitate the formation of labor unions in order to fight for workers' rights) • Explanation : <ol style="list-style-type: none"> 1. Indicators include documents on the formation of a trade union and meetings between plantation business actors and trade unions and implementing the policy, a list of trade union members, a mechanism for expressing opinions and complaints, policy gathering, forming or joining organizations or labor unions. 2. Reference to the following related laws and regulations: <ul style="list-style-type: none"> - Law No. 21 of 2000 on Labor Unions - Law No. 13 of 2003 concerning manpower
GOVERNMENT			
Compliance to law (outside Japan)	National laws and regulation in the country of origin is complied with	<ul style="list-style-type: none"> • Principle 2. Operate legally and respect rights. Implement legal provisions as the basic principle of operation in any jurisdiction. • Criterion 2.1. There is compliance with all applicable laws and regulations, both local, national and ratified international. • Appropriate legislation in this regard includes but is not limited to: <ol style="list-style-type: none"> 1. Land rights and land use rights 2. Labor 3. Agricultural practices (e.g. use of chemicals) 4. Environment (for example laws on wildlife protection, pollution, forestry and environmental management) 5. Storage 6. Transportation, and processing practices. • The laws and regulations referred to also include laws made in connection with the obligations of the country concerned to international laws or conventions that have been ratified, and customary laws recognized by the government. • In the standard RSPO P&C - Indonesian National Interpretation, Nov 2019 the dominant implementation of complying with requirements refers to the laws and regulations in force in the Republic of Indonesia. 	<ul style="list-style-type: none"> • Principles 1. Compliance with plantation business legality, including: legality of land and legality of plantation business. • Regarding land legality, plantation business actors have: <ul style="list-style-type: none"> - Location permits issued by the competent authority with maps in accordance with the RTWK / RTRWP - Permit to release forest area from KLHK / BKPM if the plantation land comes from conversion production forest areas. - Letter of approval in principle to swap forest areas if the plantation land comes from production forest areas and limited production forests. - Free, Prior, Informed Consent (FPIC) from customary law communities if the plantation land originates from the customary land rights of customary communities. - Has rights to land in accordance with applicable laws and regulations. • Regarding the legality of a plantation business, plantation business actors must: <ul style="list-style-type: none"> - Being in the form of a legal entity and has all the necessary permits to be recognized as a business based on a legal entity.

CRITERIA		RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
GOVERNMENT			
			<ul style="list-style-type: none"> - Possessing an environmental permit issued by an authorized official in accordance with applicable laws and regulations. - Facilitating the development of local community plantation in accordance with the applicable laws and regulations. - Possessing a plantation business license. • Criteria for compliance with laws and regulations for plantation companies include: <ul style="list-style-type: none"> - land legality, and - legality of plantation business. • Criteria for compliance with laws and regulations for Smallholders, including: <ul style="list-style-type: none"> - Legality and management of smallholder - Smallholder location - Land and compensation disputes and other disputes - Smallholders business legality, and - Environmental licensing obligations • In addition to the information above, all implementation of complying with the requirements refers to the prevailing laws and regulations in the Republic of Indonesia such as labor issues (wages, payroll / wage system, freedom of association, industrial / employment relations, BPJS or health & employment insurance, age / age workers, etc.), issues of implementing good agricultural practices (from land clearing to FFB processing in mills), issues of waste management and / or utilization (liquid, air and solid waste and Hazardous and Toxic (B3) waste), issues of emission management or level of disturbance, fire and disaster control issues, protected area issues, areas of high conservation value and biodiversity, soil and water conservation issues (including water sources & quality) as well as high erosion, OSH issues, employee cooperative issues, CSR issues, empowerment of customary law communities / indigenous people, issues of local business development, issues of FFB prices, issues of information disclosure & issues of code of ethics and corruption.
Information provision and disclosure	It must be ensured that the certified company provides appropriate information to stakeholders	<ul style="list-style-type: none"> • Principles 1. To behave ethically and transparently. Promote ethical business behavior, build trust and transparency with stakeholders to ensure strong and healthy relationships. • Criterion 1.1. The unit of certification provides sufficient information to stakeholders regarding the environment, social and law relevant to the RSPO Criteria, in the appropriate language and form so that participation can be carried out effectively in decision making. 	<ul style="list-style-type: none"> • Principle 6. Implementation of Transparency, covering the source of Fresh Fruit Bunches (FFB), fair and transparent FFB pricing, disclosure of non-confidential information and handling of complaints, commitment to not making bribes, and traceable supply chain systems. • Regarding FFB, business actors: <ul style="list-style-type: none"> - Have a system to find out the source of FFB suppliers - Have FFB supplier information to mills - Provide periodic updates on FFB prices to FFB suppliers.

CRITERIA		RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
GOVERNMENT			
		<ul style="list-style-type: none"> The indicators in the above criteria concern management documents relating to environmental, social and legal matters that are consistent with compliance with the RSPO Criteria. Management documents consist of the results of the FPIC, SEIA / AMDAL process, human rights policies (including policies on the protection of human rights defenders or whistleblowers / whistleblowers), social programs to avoid or mitigate negative social impacts, social programs to improve living standards, the gender distribution of labor. Work, which is categorized as management, administrative staff, and workers (both permanent, freelance and piece workers), cooperation programs with independent smallholders, and education and health programs in the community. 	<ul style="list-style-type: none"> Regarding information disclosure, business actors provide data and information to related agencies and other stakeholders in addition to information that is exempted in accordance with applicable laws and regulations. Criteria for implementing transparency for plantation companies include: <ul style="list-style-type: none"> Source of fresh fruit bunches (FFB) Calculation of K index and transparent supporting data Fair and transparent application of FFB pricing Openness to non-confidential information and handling of complaints, Commitment not to take action that could indicate bribery, and Traceable supply chain system. Criteria for the application of transparency to smallholders, shall include: <ul style="list-style-type: none"> FFB sales and price agreements, and Providing data and information
Certificate renewal / cancellation	Rules for renewal / cancellation of certification already exist	<p>Information regarding certificate renewal / cancellation is set out in the RSPO P&C & ISH Certification System, November 2020, including the following:</p> <ul style="list-style-type: none"> The maximum validity period of the RSPO P&C certificate is 5 (five) years. The CB must conduct an annual surveillance audit during the certificate validity period and a re-certification compliance audit before the end of the 5 (five) year period. Not meeting a requirement is non-compliance. Non-compliance with an indicator categorized as minor or major according to the indicator category. At the initial certification, if there is non-compliance in a major category, the certificate will not be issued until the non-compliance is met a maximum of 12 months after the closing meeting. If it cannot be fulfilled within that duration, re-audit is carried out. Meanwhile, non-compliance in the minor category will be verified for compliance in the next audit. During the annual surveillance audit (ASA), if minor non-compliance is not handled until the next audit, then the non-compliance should be categorized as major. Meanwhile, non-compliance in the major category was found again in the annual surveillance audit (ASA), so the non-compliance category increased (escalation), which resulted in an immediate suspension of certificates. 	<p>Information on the management of the certification process is included in the body of Permentan No. 38 of 2020, including the following:</p> <ul style="list-style-type: none"> Certification plan includes: <ol style="list-style-type: none"> Phase 1 Audit 1 Phase 2 Audit Certification decision making Phase 1 Audit: <ul style="list-style-type: none"> Implemented no later than 3 (three) months from the signing of the ISPO certification agreement. If the results meet the assessment requirements, then proceed with a stage 2 audit. If the results do not meet the requirements of the assessment, they will be given the opportunity to improve them no later than 6 (six) months after the assessment was made. If there is no improvement, the stage 1 audit process is terminated and returned to the applicant along with the reasons for termination. Phase 2 Audit: <ul style="list-style-type: none"> Conducted using a sampling method. If the results meet the assessment requirements, then proceed with the ISPO certification decision making. If it does not meet the provisions of the assessment, recommendations are made to make improvements within a period of 6 (six) months from the notification of the assessment results. If there is no improvement, the phase 2 audit process is terminated and returned to the applicant along with the reasons for termination.

CRITERIA	RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
GOVERNMENT		
	<ul style="list-style-type: none"> • Major non-compliance raised during surveillance audits and recertification must be successfully closed within 90 days, or the certificate will be suspended, and subsequently withdrawn if the major non-conformities are not addressed within the agreed timeframe established between CB and RSPO members, not more than 6 (six) months from the last day of the audit. • The CB must have documented procedures regarding hold and withdrawal requirements, which ensure that the client ceases to use all promotional and advertising materials containing any reference to certified status (15.12.1). • CBs must inform RSPO within one (1) business day, together with the effective date and justification for suspension or withdrawal (15.12.2). • After withdrawal and termination of the certificate, a re-certification audit is required before certification can be re-granted (5.12.4). 	<ul style="list-style-type: none"> • Decision Making: <ul style="list-style-type: none"> - The Certification Body (CB) shall make decisions no later than 1 (one) month after the audit process is completed and is declared complete. - Making decisions in the form of issuing an ISPO certificate or refusing to issue an ISPO certificate. - The decision to grant the ISPO certificate is followed up by the issuance of the ISPO certificate, published on the ISPO CB website no later than 30 days after the ISPO certificate decision. - Decision to refuse issuance of ISPO certificate, application is returned along with reasons for rejection. • ISPO certificate is valid for 5 (five) years. • The ISPO certificate which has expired must be renewed again, by submitting an application for recertification no later than 6 (six) months before the expiration of the ISPO certificate. • Recertification is carried out through phase 1 and phase 2 audits in accordance with the initial certification process. If there are no significant changes affecting the fulfillment of the ISPO principles and criteria, the same ISPO CB can directly conduct a phase 2 audit. Significant changes include changes in permit documents, plantation area and / or processing unit capacity. • The decision to recertify is made before the expiration of the ISPO certificate and a maximum of 4 (four) months from the last day of the phase 2 audit. • Palm oil plantation businesses that have obtained an ISPO certificate must be monitored by the ISPO CB issuing the ISPO certificate. The first surveillance is carried out between 9-12 months from the date of the certification decision. Subsequent surveillance is carried out annually at the latest 1 (one) year from the previous surveillance. • If any discrepancy is found during the surveillance, a corrective period is given of no later than 3 (three) months from the closing meeting of the surveillance. • If a business actor receives a surveillance decision in the form of a suspension, it will be given a maximum period of 6 (six) months for correction before the decision to revoke or cancel the ISPO certificate is issued.

CRITERIA		RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
SUPPLY CHAIN			
Ensuring supply chain	It can be proven through the entire supply chain that the biomass fuel used by the power plant is certified	<p>RSPO has regulated the existence requirements for supply chain for mills and has been integrated in the Principle 3.8 f 2018 P & C document.</p> <p>There are 2 types of supply chain models, namely the Identity Preserved (IP) and Mass Balance (MB) models.</p> <p>The IP model is if the FFB used by the mill comes from plantations / plantations that are certified under the RSPO Principles and Criteria (RSPO P&C), or under the Group Certification scheme.</p> <p>The MB model is for CPO mills that receive a certain volume of certified and uncertified FFB and which may receive FFB from uncertified smallholders, apart from their own and third party certified supplier base.</p> <p>In this scenario, the mill can only claim the volume of palm oil product produced from processing which is certified FFB as MB</p>	<p>ISPO has regulated the existence of supply chain requirements for mills and has been integrated in the MOA document No. 38 of 2020 article 30 and Principle 6.6 of Annex 1.</p> <p>There are 2 types of supply chain models, namely the Segregation and Mass Balance models.</p> <p>Segregation Model Requires 100% ISPO certified fresh fruit bunch (FFB) raw materials at every phase of production, storage processing and shipping transportation throughout the supply chain.</p> <p>The Mass Balance Model Requires a raw material for fresh fruit FFB at least 30% certified for the first surveillance and requires an increase in the percentage of certified FFB content in the following year.</p>
	Legality of FFB Raw Material	<p>All FFB supplies from outside the unit of certification come from legal sources.</p> <p>RSPO requires in Indicator 2.3.1 For all FFB that comes directly (direct suppliers), the mill needs information on the geolocation of FFB origin; Proof of ownership status or rights / claims to land by farmers / smallholders and if any, legal planting / operating / trading permits, or indeed part of a cooperative that allows the sale and purchase of FFB.</p> <p>For all FFB sourced from indirect suppliers, the unit of certification is obtained from a collection center, agent or other intermediary.</p>	<p>The ISPO criterion 6.1 stipulates that mills has a system to determine the source of ISPO certified and uncertified FFB suppliers. The mill and its supply chain have SOPs that describe the procedures for receiving from all sources of suppliers including purchasing FFB from third parties (including purchases from legal sources, criteria and determination of supplier risk categories).</p> <p>ISPO requires a record list of the names of FFB suppliers and up-to-date sources of FFB</p>

CRITERIA		RSPO (RSPO P & C, Nov 2018)	ISPO (Regulation of Minister of Agriculture 38 of 2020)
THIRD PARTY VERIFICATION			
Ensuring the nature of the third party in the certification body's accreditation process and the final decision to provide certification	Certification Body Accreditation Process (CB)	<ul style="list-style-type: none"> • RSPO shall issue Certification System Requirements as a reference in the operating certificate bodies and a reference for accreditation. • Each certification body must be accredited by an accreditation body. • The accreditation body shall be the ASI (Assurance Services International) • The accreditation period is 5 years with an annual surveillance audit 	<ul style="list-style-type: none"> • ISPO operates by referring to Regulation of The President Of The Republic Of Indonesia Number 44 OF 2020 Concerning the Certification System of Sustainable Oil Palm Plantation of Indonesia and Regulation of the Minister of Agriculture No. 38 of 2020. • Every certification body must be accredited by an accreditation body. • The accreditation body is KAN (National Accreditation Committee) Article 7. Presidential Decree No. 44/2020.) • The accreditation period for the Certification Body is regulated by the Accreditation Body. • Certification Bodies must be registered with the ministry responsible for government affairs in the plantation sector. • KAN is a member of the IAF (International Accreditation Forum) Pacific Accreditation Cooperation (PAC), International Laboratory Accreditation Cooperation (ILAC), and Asia Pacific Laboratory Accreditation Cooperation (APLAC). The credibility of the certificate issued using the KAN logo will be recognized by fellow members of the IAF, PAC, ILAC or APLAC.
	Final decision on certificate approval	<ul style="list-style-type: none"> • The certification agency must prepare a certification audit report. The certification agency must submit a draft report for peer review. Peer reviewers are not permanent or temporary employees of the certification agency. The certification agency will only complete the report after a peer reviewer has commented. The final decision regarding the certification approval is made by the certification agency. • Auditors and peer reviewers must be registered with an accreditation agency • The certification agency must issue a certificate and send a copy to the RSPO secretariat together with the certification report. RSPO registration and approval results in license activation in a specially developed portal (Palm Trace) for trading of certified products. 	<ul style="list-style-type: none"> • The report on the results of the certification assessment conducted by the auditor team from the certification body is submitted to the Certification Decision Maker owned by the Certification Body no later than 1 month after the audit process is complete and declared complete. • ISPO certificates are issued by Certification Bodies. The ISPO certificate is signed by the Head of the Certification Body • The ISPO Certification Body is required to submit a report to the ISPO Committee regarding: <ul style="list-style-type: none"> a. ISPO certificate that has been issued; and b. Business Actors who are making repairs and / or completing requirements for fulfillment • ISPO auditors are required to have a competency test certificate from a Professional Certification Agency (LSP) that has received a license from the National Professional Certification Agency (BNSP).

