New Planting Procedures - Integrated Management Plan Summary

RSPO Roundtable on Sustainable Palm Oil	KLK	GGS
NPP Reference Number	RSPO-PC-FQ1-NPP-AUDRPFIN-ms-RB for RSPO New Planting Procedure (NPP) 2021	
Country of application for NPP:	**Indonesia**	
RSPO Membership Number	**1-0014-04-000-00**	
Reference management unit management plan	• Integration of HCV-HCS assessment has reviewed by HCV-RN with satisfactory result by 9 October 2020 • Environmental impact assessment (EIA) has stated on framework of reference (KA), Environmental Impact Assessment (AMDAL) consist of environmental impact analysis (ANDAL) and environmental management & monitoring plan (RKL-RPL) and it has approved by the relevant government agency • Social impact assessment (SIA) and FPIC by Gagas Dinamika Aksenta year 2019 • Soil & topography studies by Applied Agricultural Resources Indonesia (AARI) year 2019 • LUCA assessmet was carried out year 2019 by PT Gagas Dinamika Aksenta and additional analysis of LUCA on year 2024 by PT Aihika Sawala Ekotropika (Ecotrop) • GHG assessment was carried out in year 2024 by PT Aihika Sawala Ekotropika (Ecotrop)	

Names of plantations covered by this management plan:	PT Putra Bongan Jaya (PT PBJ) (covering PT PBJ extension areas and scheme smallholders (Cooperative Ingkang Muntis Jaya & Cooperative Sawit Gusik Mandiri Sejahtera)

Guidance Note:
This management plan summary must at a minimum indicate but is not limited to the following:

- Key findings from assessments (e.g. potential minor environmental and/or social risks requiring mitigation measures; total conservation area).
- Main mitigation and monitoring regime, covering environmental and social aspects.
- Proof of FPIC and significant agreements with local communities (if any).
- An action plan that describes operational actions as a result of the findings of various assessments, referring to operational procedures relevant to the grower.
- Appointment of the management team and person responsible for implementation.

1 SEIA

New Palm Oil Plantation Action Plan – Socio-Environmental Impact for PT PBJ areas (extension areas)

Potential impact	Management Recommendations	Timeline	Monitoring Recommendations	Timeline
Complete land acquisition (land acquisition)	• Implementing FPIC in the land acquisition process • Conduct outreach to affected local communities and involve the land acquisition team from the village in the land acquisition process	During Land Acquisition	• Summary of Land Acquisition • Evidence of initial socialization to land acquisition	During Land Acquisition
Minimize the impact of both conflicts with the community and the environment when clearing land	Carrying out land clearing by involving a team from the village which was formed to carry out land clearing activities. Do not clear land by burning	During Land Clearing	• Supervision of land clearing activities in accordance with the planned land boundary markers, so as not to cut down trees unnecessarily, especially outside disturbed areas. • Field observations and recording of land fire incidents at the research location, either through direct observation or through fire spot information	During Land Clearing

Minimize land claims by affected communities	Establish good relations with security forces, government officials and land offices as well as other related parties.	Continuous		
Recruit workers from outside the village	Recruiting workers by prioritizing the community around the plantation Posting job vacancy announcements in surrounding villages Not implementing a contract employee recruitment system (PKWT)	Continuous	• Monitoring local community recruitment data from employee data in personnel • Conduct interviews with local people regarding job vacancies	Continuous
Minimize the occurrence of work accidents and PAK	Provide training to employees according to their field of work. Apply occupational safety and health standards to employees according to their field of work.	Annual Continuous	• Monitoring employee training programs • Monitoring Personal Protective Equipment	Continuous
Supporting garden operational activities	Provides facilities such as: 1. Employee housing 2. Work equipment facilities 3. Office Facilities	Continuous	• Monitoring house construction programs and other facilities	Annual

New Palm Oil Plantation Action Plan – Socio-Environmental Impact for scheme smallholder areas

Impact potential	Recommendation Management	Timeline	Recommendation Monitoring	Timeline
Finish liberation land (land acquisition) for meet 20% of Muara Gusik Plasma needs .	• Implementing FPIC in the land acquisition process • Conduct outreach to affected local communities and involve the land acquisition team from the village in the land acquisition process	Continuous	By doing interview to the public using it questionnaire	Annual

		Minimize the impact of land clearing	• Carry out opening land by involving team from village was formed For do activity opening land . • Do not clear land by burning • Installation of markings along the planned land boundaries • Carry out land clearing according to the planned area by referring to the boundary markers • Carrying out land clearing for supporting facility areas in accordance with regional infrastructure needs. • Make trenches on the left and right of the location of supporting facilities and infrastructure that lead to primary and secondary drainage channels. • Create warning boards on fire-prone land and encourage employees to be careful when using fire, especially during the dry season. • Providing land fire emergency response facilities and infrastructure such as fire watch towers, etc • Make water reservoirs around the plantation as a source of water to extinguish fires if a fire occurs • Carry out tree planting on land or at emplacement locations. • Maintaining river borders as green areas that also function as wildlife corridors • Create corridor spaces where possible	• During land clearing • Once/if needed • Continuous	• Recording of vegetation types • Recording types and identification of wild animals (encounter scale) • Supervise land clearing activities by observing the construction of channels and drainage as well as control tanks at each drainage intersection • Maintenance of boundary markers • Supervision of land clearing activities in accordance with the planned land boundary markers, so as not to cut down trees unnecessarily, especially outside disturbed areas. • River water sampling was carried out. Samples taken at one point from several depths are combined and then analyzed in the laboratory. The data obtained was compared with river water quality standards according to PP RI Class II Quality Standards No. 82 of 2001 on key parameters. • Field observations and recording of land fire incidents at the research	• Annual • Annual • • During Land Clearing • • Annual • When Land Clearing • Every 6 months • Every There is incident fire

	to facilitate animal movement. • Prohibit the capture or hunting of animals by placing signs prohibiting the capture or hunting of animals and prohibiting the destruction of wildlife habitat. • Implement BMP SOPs for protected animals in the activity area • Strengthen the location of plantation facilities and infrastructure with solid materials or laterite to reduce erosion levels. • Carrying out tree planting around the location of plantation supporting facilities and infrastructure		location, either through direct observation or through fire spot information	
Minimize land claims by affected communities	Interweave connection good with the authorities security , officials government and offices land as well as party related other .	Continuous	By doing interview to the public using it questionnaires and also from incoming complaints from village around .	
Recruit workers from outside the village	• Recruiting workers by prioritizing communities around the plantation. • Not implementing a contract employee recruitment system (PKWT)	Continuous	Quantity Monitoring Employee Local and Non Local	Every 6 months
Minimizing the occurrence of work accidents and PAK	• Provide training to employees according to their field of work. • Apply occupational safety and health standards to employees according to their field of work.	Continuous	Training Program Employee	Annual
Supporting facilities for garden operational activities	Providing facilities such as • Employee housing • Facilities Work tools • Office Facilities	Continuous	Development Program	Continuous

2	**HCV areas and HCS forests**	New Palm Oil Plantation Action Plan – HCV/SKT Areas

HCV description	Potential Threats to HCV Areas	Management Recommendations	Monitoring Recommendations	Timeline
HCV area	✓ Logging and land clearing causes a decrease in the area and quality of animal habitat and loss of connectivity with other potential habitats ✓ Animal hunting ✓ High levels of erosion and chemical pollution can cause a decline in the quality of aquatic habitats ✓ Clearing of HCV land for cultivation	✓ Continuous outreach to local communities regarding the important value of HCV to prevent employees from controlling and clearing land in HCV areas ✓ Ensure that there is no change in RTE species, endemics, and protected by all surrounding communities, company staff and employees. ✓ Encourage control over the ownership of air rifles owned by local communities, employees and company staff. ✓ Prohibits the buying and selling and keeping of animals. ✓ Create clear information boards regarding the prohibition of animal hunting and logging as well as the prohibition of burning. ✓ Set the direction of land clearing so that animals can move to HCV areas. ✓ Create procedures for evacuating animals (if trapped during land clearing) ✓ Controlling land erosion through a civil engineering approach and continued with a vegetation approach ✓ carry out field delineation on the HCV map ✓ carry out demarcation, mark boundaries and signboards in HCV areas that have been delineated after conducting socialization	✓ Monitor and evaluate the HCV management plan every 6 months ✓ Conduct interviews with various parties regarding the whereabouts of animals ✓ Regular illegal logging patrols ✓ Monitor water quality every 6 months ✓ HCV area monitoring	Every 6 months Continuous monthly

			✓ The existence of rivers and river borders, as well as forest ecosystems and freshwater swamps, has the potential to open up plantations for plantations in the surrounding community.	✓ Not clearing land in river border areas designated as HCV ✓ Create river normalization mitigation guidelines so that they do not damage river riparian ecosystems. ✓ Continuous outreach to the community to control and prevent land clearing in riparian areas, not burning land, etc ✓ Create clear information boards regarding the prohibition of animal hunting and logging as well as the prohibition of burning. ✓	✓ Monitor riparian conditions and forest vegetation in river border areas designated as HCV ✓	Annual
3	**Involvement of stakeholders and local communities (FPIC process)**					

Objective	Action	Timeline
For PT PBJ areas		
Minimize conflicts between communities affected by the land acquisition process	Carry out comprehensive outreach about the proposed activities to all communities and stakeholders who are potentially affected Form a special team from the village/village to assist in the land acquisition process.	During the land acquisition process
Minimize land overlap	Carry out inventory and data mapping according to field verification results.	During the land acquisition process.
For scheme smallholder		
Improve good communication between the Company and affected villages	Regularly communicate with the community using the FPIC method, socialization or discussion regarding the provision of Cooperative land Make a cooperation agreement between the Gusik Mandiri Sejahtera Palm Oil Cooperative	Continuous as long as 20% is not met

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<tr><td>Minimize conflicts with communities regarding land ownership and management of small farmers</td><td>Carrying out Participatory Mapping, Collecting data on surrounding communities as land owners and members of small farmers</td><td>Annual</td></tr>
<tr><td>Increasing the capacity of small farmer administrators and members in managing small farmers</td><td>Carrying out organizational training and management/accounting training for small farmer administrators</td><td>Annual</td></tr>
<tr><td>Welfare of Plasma members</td><td>FFB purchases are based on prices set by the Government.</td><td>Continuous</td></tr>
<tr><td>Transparency</td><td>Hold meetings every 3 months to discuss plantation activities and finances</td><td>Continuous</td></tr>
<tr><td>Plasma Yield Distribution</td><td>Give right to Plasma members in accordance with the agreement Work periodically .</td><td>Continuous</td></tr>
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<tr><td>4</td><td>Soil and Topography</td><td>PBJ ILOK is dominated by two type of soils which is Alluvium soils (cover about 1,284.9 Ha or 55 % of total planted area PBJ ILOK) and Sedimentary rocks (cover about 1,105 Ha or 45% of total planted area PBJ ILOK). It has deep soil section (>1m). In general, it falls under S1(24%), S2(22%), S3 (54%) class which is deemed suitable for oil palm development. The slope of this area is level (0-2°) – 863.3 ha, Level to undulating (0-6°)-421.6 Ha, Level to rolling (0-12°)-25.5 Ha, rolling (6°-12°)-540.2 Ha, Hilly (12°-20°)-539.3 Ha. Location permit of PBJ has no steep areas of >20° and has no fragile/marginal soils. The main limitations of soil types in PBJ ILOK are poor drainage, terrain, shallow soil depth and fertility status. After appropriate agro-management inputs, such as drainage/water management inputs, terracing and soil moisture conservation (i.e. EFB, frond stackings and ground cover), all the soil types can be upgraded into moderately suitable to suitable for oil palm and potentially support good oil palm yield (>26 t/ha).</td></tr>
<tr><td>5</td><td>Greenhouse gas</td><td>
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<tr><th>Objective</th><th>Plan</th><th>Action</th><th>Timeline</th></tr>
<tr><td>Protection of conservation areas (HCV and HCS areas)</td><td>a) Protect conservation areas from any disturbance (fire, encroachment, etc.).
b) Monitor any land clearing activities near conservation areas.
c) Disseminate information about conservation areas and their protection to workers, the public and land clearing contractors.
d) Establish and maintain physical boundary markers of</td><td>a) Monitor conservation area boundary markers and information boards.
b) Monitor the progress of land clearing.
c) Photo of the standing canopy covering the monitoring location in the conservation area
d) Monitor all threats and disturbances to conservation areas through routine patrols. This can also involve workers and the</td><td>During land clearing and annually</td></tr>
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			conservation areas (demarcation) and information boards in the field. e) Protect conservation areas from pollution arising from maintenance activities in plantation areas	community	
		Oil palm biomass growth	a) Optimal oil palm plant care b) Responsively and effectively avoid and/or handle pest and disease attacks c) Carry out thinning and/or stocking if necessary to optimize oil palm growth	a) Optimal oil palm plant care b) Responsively and effectively avoid and/or handle pest and disease attacks c) Carry out thinning and/or stocking if necessary to optimize oil palm growth	Annual
		Security of plantation areas from fire	a) Provide training and disseminate information regarding fire prevention and handling. b) Implement fire prevention measures including fire patrols. c) Prepare ponds or water sources in locations spread across the plantation to deal with fires d) Note cases of fire.	Work with related plantations to: a) Disseminate information regarding fire prevention and handling. b) Patrol against fire hazards. c) Check the availability of water in the pool for fire fighting d) Set fire logs	Annual
		Fuel consumption in plantation operations	a) Manage fuel consumption through fuel rationing. b) Take general measures to reduce vehicle fuel consumption (e.g. routine maintenance).	a) Document fuel consumption b) Document mileage and operational vehicle maintenance.	Annual
		Fertilizer application	Optimal fertilizer application	a) Monitor and regulate fertilizer application b) Periodically, document productivity dynamics (as an implication of fertilizer use).	Annual

6	**Acceptance of the Management Plan**	**The name of the person in charge**	Lee Toong Hian
		Name	President Director
		Signature	
		Date	Februari 20, 2025