

# **National Interpretation of RSPO Principles and Criteria for Sustainable Palm Oil Production**

**Republic of Indonesia**

*Final Document*

**Roundtable on Sustainable Palm Oil  
Indonesian National Interpretation Working Group  
(RSPO INA-NIWG)**

**May 2008**

## **Preamble**

The Indonesian National Interpretation is based on the generic document on Principles and Criteria for Sustainable Palm Oil (RSPO - P&C), which will be used as guideline for Sustainable Palm Oil and thereby attaining certification. This National Interpretation has conformed to the National Laws and Regulations of the Republic of Indonesia and has been compiled based on the consensus of participating stakeholders from the Palm Oil Industry in Indonesia.

The development process of this National Interpretation refers to the RSPO Certification System Final Document version approved by the RSPO Executive Board (EB) on 26th June 2007. This process has involved stakeholder participation and completed with major and minor indicators, the process of field testing and also public consultation which involved even more stakeholders. The major and minor indicators in the National Interpretation are determined in accordance with the requirement of Annex 3 RSPO Certification System: Major Nonconformities against the RSPO Principles and Criteria – definition of compulsory indicators.

The National Interpretation is compiled in 2 (two) languages; Indonesian and English Languages. In case, there is any difference in meaning between Indonesian and English version, the final reference should be the National Interpretation in Indonesia language version.

After submitted on November 2007, the National Interpretation had been reviewed by EB and then revised by INANIWG to meet EB Recommendation. The revised document also opened for 14 days public comment as required by EB.

The National Interpretation will be revised periodically in accordance with any changes to the generic Principles and Criteria determined by RSPO.

Finally, RSPO INA-NIWG expresses gratitude to all parties who have given their contribution and assistance in the development and completion of this document.

## Principle 1: Commitment to transparency

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 1.1</b> Oil palm growers and millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages &amp; forms to allow for effective participation in decision making.</p>	<ol style="list-style-type: none"> <li>1. Records of information requests.</li> <li>2. Records of responses to information requests.</li> <li>3. The records mentioned in 1 and 2 must be maintained for a period of time determined by the company, taking into account their relative importance.</li> </ol>		<p>Growers and millers should respond constructively and promptly to requests for information from stakeholders. See criterion 1.2 for requirements relating to publicly available documentation. See also criterion 6.2 relating to consultation.</p>
<p><b>Criterion 1.2</b> Management documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes.</p>	<ol style="list-style-type: none"> <li>1. Information and responses must include any relevant or required documentation, in accordance with applicable national laws, such as:                             <ul style="list-style-type: none"> <li>• <b>Legal:</b> Land titles/user rights (<i>Site Permit (Izin Lokasi)</i>), Plantation Operation Permit (<i>Izin Usaha Perkebunan</i>), Land Use Title (<i>Hak Guna Usaha</i>) or other documentation relating to application for Land Use Title in accordance with relevant procedures)</li> <li>• <b>Environmental:</b> Environmental and Social Impact Assessment (<i>AMDAL</i> /</li> </ul> </li> </ol>		<p>Examples of commercially confidential information include financial data such as costs and income, and details relating to customers and/or suppliers. Data that affects personal privacy should also be confidential. Examples of information where disclosure could result in potential negative environmental or social outcomes include information on sites of rare species where disclosure could increase the risk of hunting or capture for trade, or sacred sites which a community wishes to maintain as private.</p>

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	<p><i>UKL-UPL</i>) and environmental management and monitoring reports (<i>Laporan RKL-RPL</i>)</p> <ul style="list-style-type: none"> <li>• <b>Social:</b> Documentation of social activities and community programs.</li> <li>• Health and Safety Plan</li> <li>• Continuous improvement plan</li> </ul> <p>2. The records must be maintained for a period of time determined by the company, taking into account their relative importance.</p>		

**Principle 2: Compliance with applicable laws and regulations**

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 2.1</b> There is compliance with all applicable local, national and ratified international laws and regulations.</p>	<ol style="list-style-type: none"> <li>1. Evidence of compliance with relevant legal requirements.</li> <li>2. Evidence of efforts made to comply with changes in the regulations.</li> </ol>	<ol style="list-style-type: none"> <li>1. A documented system, which includes written information on legal requirements that the palm oil company should comply with.</li> <li>2. A mechanism for ensuring that compliance with relevant legal requirements is implemented.</li> </ol>	<p>Identifying inconsistencies between national, regional and local regulations. Implementing all legal requirements is an essential baseline requirement for all growers whatever their location or size. Relevant legislation includes, but is not limited to, regulations governing land tenure and land-use rights (including customary rights), labour, agricultural practices (e.g. chemical use), environment (e.g. wildlife laws, pollution, environmental management and forestry laws), storage, transportation and processing practices. It also includes laws made pursuant to a country's obligations under international laws or conventions (e.g. the Convention on Biodiversity, CBD). Furthermore, where countries have provisions to respect customary law, these must be taken into account. For small-scale producers the focus should be on the grower having adequate knowledge of the main legal requirements and implementing them. <b>Key international laws and conventions are set out in Annex List of Related Laws &amp; Regulations.</b></p>

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<p><b>Criterion 2.2</b> The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.</p>	<ol style="list-style-type: none"> <li>1. Documents showing ownership or lease of the land in accordance with relevant laws.</li> <li>2. Evidence that legal boundaries are clearly demarcated and visibly maintained.</li> <li>3. Where there are, or have been, disputes, proof of resolution or progress towards resolution by conflict resolution processes acceptable to all parties are implemented.</li> </ol>	<ol style="list-style-type: none"> <li>1. Evidence of land acquisition resolution with free prior and informed consent.</li> <li>2. A mechanism to resolve conflict which is accepted by all parties.</li> </ol>	<ul style="list-style-type: none"> <li>• Where there is a conflict on the condition of land use as per land title, growers should show evidence that necessary action has been taken to resolve the conflict with relevant parties.</li> <li>• For any conflict or dispute over the land, the extent of the disputed area should be mapped out in a participatory way.</li> <li>• Ensure a mechanism to solve the conflict (Criteria 6.3 and 6.4)</li> <li>• All operations should cease on land planted beyond the legal boundary.</li> </ul> <p>Any customary land use rights or disputes which are likely to be relevant should be identified.</p>
<p><b>Criterion 2.3</b> Use of land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.</p>	<ol style="list-style-type: none"> <li>1. Records of any negotiated agreements between traditional owners of land and plantation companies (if any), supplemented with maps in appropriate scale.</li> <li>2. Maps of an appropriate scale showing extent of recognised customary rights.</li> <li>3. Copies of negotiated agreements detailing process of consent.</li> </ol>		<p>Where lands are encumbered by legal or customary rights, the grower must demonstrate that these rights are understood and are not being threatened or reduced. This criterion should be considered in conjunction with criteria 6.4, 7.5 and 7.6. Where customary rights areas are unclear these are best established through participatory mapping exercises involving affected and neighbouring communities.</p> <p>This criterion allows for sales and</p>

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			<p>negotiated agreements to compensate other users for lost benefits and/or relinquished rights. Negotiated agreements should be non-coercive and entered into voluntarily, carried out prior to new investments or operations and based on an open sharing of all relevant information in appropriate forms and languages, including assessments of impacts, proposed benefit sharing and legal arrangements. Communities must be permitted to seek legal counsel if they so choose. Communities must be represented through institutions or representatives of their own choosing, operating transparently and in open communication with other community members. Adequate time must be given for customary decision-making and iterative negotiations allowed for, where requested. Negotiated agreements should be binding on all parties and enforceable in the courts. Establishing certainty in land negotiations is of long-term benefit for all parties.</p> <p><b><i>For definition of 'customary rights', see definitions.</i></b></p>

**Principle 3: Commitment to long-term economic and financial viability**

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<p><b>Criterion 3.1</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>	<p>1. A documented working plan of the company for a minimum of 3 years period.</p>	<p>1. Annual replanting programme, where applicable, projected for a minimum of 5 years with yearly review.</p>	<p>Whilst it is recognised that long-term profitability is also affected by factors outside their direct control, top management must be able to demonstrate attention to economic and financial viability through long-term management planning.</p> <p>The business or management plan may contain:</p> <ul style="list-style-type: none"> <li>• Attention to quality of planting materials.</li> <li>• Crop projection = FFB yield trends.</li> <li>• Mill extraction rates = OER trends.</li> <li>• Cost of Production = cost per tonne of CPO trends.</li> <li>• Forecast prices.</li> <li>• Financial indicators.</li> <li>• Suggested calculation – trends in 3-year running mean over the last decade (FFB trends may need to allow for low yield during major replanting programmes).</li> </ul> <p>Growers should have a system to improve practices in line with new information and techniques.</p>

**Principle 4: Use of appropriate best practices by growers and millers**

Criterion	National Indicator		Guidance
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<p><b>Criterion 4.1</b> Operating procedures are appropriately documented and consistently implemented and monitored.</p>	<ol style="list-style-type: none"> <li>Standard Operating Procedures (SOPs) for estates, from land clearing to harvesting.</li> <li>Standard Operating Procedures (SOPs) for mills, from reception of FFB to dispatch of Crude Palm Oil and Palm Kernel Oil.</li> </ol>	<ol style="list-style-type: none"> <li>Records of checking or monitoring of operations. Minimum requirement: once a year.</li> <li>Records of operational results.</li> </ol>	
<p><b>Criterion 4.2</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>		<ol style="list-style-type: none"> <li>Records of regular soil, leaf, and visual analysis.</li> <li>Records of efforts to maintain and increase soil fertility (e.g. the use of fertilizer, legume cover crops, compost, and land applications of POME or EFB) based on the results of analysis carried out as in Point 1 above.</li> </ol>	<p>Long-term fertility depends on maintaining the structure, organic matter content, nutrient status and microbiological health of the soil. Managers should ensure that best agricultural practice is followed. Nutrient efficiency must take account of the age of plantations and soil conditions.</p>
<p><b>Criterion 4.3</b> Practices minimise and control erosion and degradation of soils.</p>		<ol style="list-style-type: none"> <li>Maps of fragile soils must be available.</li> <li>A management strategy should exist for plantings on slopes above a certain limit (needs to be soil and climate specific).</li> <li>Presence of a road maintenance program.</li> <li>Subsidence of peat soils should be minimised under an effective and documented water management programme.</li> </ol>	<p>Techniques that minimise soil erosion are well-known and should be adopted, wherever appropriate. This may include practices such as ground cover management, biomass recycling, terracing, and natural regeneration or restoration instead of replanting.</p> <p>For existing plantings on peat, water table should be maintained at a mean of 60cm (within a range of 50-75cm) below ground surface through a</p>

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		5. A management strategy should be in place for other fragile and problem soils (e.g. sandy, low organic matter, acid sulphate soils)	network of appropriate water control structures e.g. weirs, sandbags, etc. in fields, and Watergates at the discharge points of main drains (see also Criterion 4.4 and 7.4).
<b>Criterion 4.4</b> Practices maintain the quality and availability of surface and ground water.	1. Protection of watercourses and wetlands, including maintaining and restoring appropriate riparian buffer zones at or before replanting.	1. An implemented water management plan. 2. Monitoring of effluent BOD. 3. Monitoring of mill water use per tonne of FFB.	Growers and millers should address the effects of their use of water and the effects of their activities on local water resources. The Water Management Plan may include: <ul style="list-style-type: none"> <li>• Taking account of the efficiency of use and renewability of sources.</li> <li>• Ensuring that the use of water does not result in adverse impacts on other users.</li> <li>• Avoiding contamination of surface and ground water through run-off of soil, nutrients or chemicals, or as a result of inadequate disposal of waste including POME.</li> </ul> Appropriate treatment of mill effluent and regular monitoring of discharge quality, which should be in compliance with national regulations.
<b>Criterion 4.5</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.	1. An IPM plan is documented and current.	1. Monitoring extent of IPM implementation including training. 2. Monitoring of pesticide toxicity units (a.i. /LD 50 per tonne of FFB or per hectare).	Growers should apply recognised IPM techniques, incorporating cultural, biological, mechanical or physical methods to minimize use of chemicals. Native species should be used in biological control wherever possible.

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<p><b>Criterion 4.6</b> Agrochemicals are used in a way that does not endanger health or the environment. There is no prophylactic use of pesticides, except in specific situations identified in national Best Practice guidelines. Where agrochemicals are used that are categorised as World Health Organisation Type 1A or 1B, or are listed by the Stockholm or Rotterdam Conventions, growers are actively seeking to identify alternatives, and this is documented.</p>	<ol style="list-style-type: none"> <li>1. Evidence of use of only approved and registered agrochemicals permitted by the relevant authorities.</li> <li>2. Records of pesticide use (including active ingredients used, area treated, amount applied per ha and number of applications).</li> <li>3. Documentary evidence that usage of agrochemicals is appropriate for the target species, given at correct dosage and applied by trained personnel in accordance with the product label and storage instructions.</li> <li>4. Waste material from agrochemicals including pesticides containers are properly disposed in accordance with laws and regulations.</li> </ol>	<ol style="list-style-type: none"> <li>1. Documentary evidence that use of chemicals categorised as World Health Organisation Type 1A or 1B, or listed by the Stockholm or Rotterdam Conventions, and paraquat, is reduced and/or eliminated.</li> <li>2. Records of the results of health check-up for those who apply agrochemicals.</li> <li>3. Records showing that no work with pesticides for pregnant and breast-feeding women.</li> </ol>	
<p><b>Criterion 4.7</b> An occupational health and safety plan is documented, effectively communicated and implemented.</p>	<ol style="list-style-type: none"> <li>1. Evidence of a documented occupational safety and health (OSH) policy and its implementation.</li> <li>2. Responsible person for health and safety programmes are to be identified and records of regular meetings to discuss health, safety and welfare issues must be kept.</li> </ol>	<ol style="list-style-type: none"> <li>1. Provision for accident insurance for workers.</li> <li>2. Regular health examination by a doctor for workers in station or exposed to high risk work.</li> <li>3. A documented risk assessment for Occupational Health and Safety (OHS).</li> <li>4. Record of OHS Training.</li> <li>5. Accident and emergency preparedness procedure.</li> <li>6. Evidence of OHS and first aid</li> </ol>	<p>Growers and millers should ensure that the workplaces, machinery, equipment, transport and processes under their control are safe and without undue risk to health. Growers and millers should ensure that the chemical, physical and biological substances and agents under their control are without undue risk to health when appropriate measures are taken. A safe and healthy working environment should be provided for all</p>

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		<p>equipments available at worksites.</p> <p>7. Workers trained in first aid should be present in both field and mill operations.</p> <p>8. Records of the occurrence of any work accidents are maintained and regularly reviewed.</p>	<p>workers whether they are employees or contractors</p> <p>The health and safety plan should also reflect guidance in ILO Convention 184 (<b><i>see Annex List of Related Laws &amp; Regulations</i></b>).</p>
<p><b>Criterion 4.8</b> All staff, workers, smallholders and contractors are appropriately trained.</p>	<p>1. A documented training programme for staff, employee and scheme smallholders in accordance with workers' positions and competences.</p> <p>2. Records of training for each employee are kept.</p> <p>3. Evidence that the company uses experienced or trained contractors.</p>		<p>Training should be given to all staffs and workers by growers and millers to enable them to fulfil their jobs and responsibilities in accordance with documented procedures, and in compliance with the requirements of these principles, criteria and guidance. Contractors should be selected for their ability to fulfil their jobs and responsibilities in accordance with documented procedures, and in compliance with the requirements of these principles, criteria and guidance. Workers on smallholder plots also need adequate training and skills and this can be achieved through extension activities of growers or mills that purchase fruit from them, by smallholders' organisations, or through collaboration with other institutions and organisations. For smallholders training records should not be required but anyone working on the farm should be adequately trained for the job they are doing.</p>

**Principle 5: Environmental responsibility and conservation of natural resources and biodiversity**

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 5.1</b> Aspects of plantation and mill management, including replanting, that have environmental impacts are identified, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.</p>	<ol style="list-style-type: none"> <li>1. Documented impact assessment.</li> <li>2. Records of regular report on environmental management in accordance with relevant regulations.</li> </ol>	<ol style="list-style-type: none"> <li>1. Revisions to environmental management document if there are changes in companies operating areas or activities.</li> </ol>	<p>Documented impact assessment is AMDAL for plantation area <math>\geq</math> 3000 Ha and UKL/UPL for plantation area &lt; 3000Ha.</p> <p>In view of the fact that development activities in general will alter the environment, it is important to pay due attention to environmental components having the following characteristics:</p> <ol style="list-style-type: none"> <li>1. Environmental components for which the functions must be maintained, safeguarded and preserved, such as: <ul style="list-style-type: none"> <li>• protection forests, conservation forests, and biosphere reserves</li> <li>• water resources</li> <li>• biological diversity</li> <li>• air quality</li> <li>• natural and cultural heritage</li> <li>• environment quality</li> <li>• environmentally-oriented cultural values</li> </ul> </li> <li>2. Environmental components which may undergo fundamental change(s), along with such change(s) as are considered important by the community in the area of the proposed business or activity, for instance: <ul style="list-style-type: none"> <li>• land ownership and control</li> <li>• employment and business</li> </ul> </li> </ol>

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			<p>opportunities</p> <ul style="list-style-type: none"> <li>• living standards of the community</li> <li>• public health</li> </ul> <p>AMDAL is Analisis Mengenai Dampak Lingkungan Hidup consisting of 3 (three) main documents; 1) Environmental Impact Assessment, 2) Environmental Management Plan, and 3) Environmental Monitoring Plan. The company must report periodically to related institution on environmental management and monitoring plan implementation.</p> <p>It is the responsibility of the companies to provide sufficient objective evidence to the audit team that the full requirements of an EIA are met for all aspects of plantation and mill operations, and captures all changes over time.</p> <p>Environmental impact assessment should cover the following activities where they are undertaken:</p> <ul style="list-style-type: none"> <li>• Building new roads, processing mills or other infrastructure.</li> <li>• Putting in drainage or irrigation systems.</li> <li>• Replanting or expansion of planting area.</li> <li>• Disposal of mill effluents (see criterion 4.4);</li> <li>• Clearing of remaining natural vegetation.</li> </ul>

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			<p>Impact assessment may be a non-restrictive format e.g. ISO 14001 EMS and/or EIA report incorporating elements spelt out in this criterion and raised through stakeholder consultation. Documented management action plans addressing issues raised from the above impact assessment, which is monitored annually.</p> <p>Effects on the environment can be identified on soil and water resources, air quality (see criterion 5.6), biodiversity and ecosystems, and people's amenities (see criterion 6.1 for social impacts), both on and off-site.</p> <p>Stakeholder consultation has a key role in identifying environmental impacts. The inclusion of consultation should result in improved processes to identify impacts and to develop any required mitigation measures.</p> <p>It is important that where activities, techniques or operations change over time, identifications of impacts, and any required mitigation, are updated as necessary.</p>
<p><b>Criterion 5.2</b> The status of rare, threatened or endangered species and high conservation value habitats, if any, that exist in the plantation or that could be affected by plantation or mill</p>	<ol style="list-style-type: none"> <li>Records of results of identification of any protected, rare, threatened or endangered species, and HCV habitat.</li> <li>If, rare, threatened or endangered</li> </ol>	<ol style="list-style-type: none"> <li>Posters and signs warning of the presence of protected species are to be produced, distributed, and made visible to all workers and the community, including guidelines in</li> </ol>	<p>This information gathering should include checking available biological records and consultation with relevant government departments, research institutes and interested NGOs if</p>

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management, shall be identified and their conservation taken into account in management plans and operations.	<p>species, or high conservation value habitats are present, appropriate measures to preserve them are to be taken.</p> <p>3. Measures taken for protecting species and their habitats must be in accordance with relevant laws and included actions to control any illegal or inappropriate hunting fishing or collecting activities.</p>	<p>handling them.</p> <p>2. Companies are to appoint dedicated and trained officers to monitor any plans and activities as above.</p>	appropriate. Depending on the biodiversity values that are present, and the level of available information, some additional field survey work may be required.
<p><b>Criterion 5.3</b> Waste is reduced, recycled, re-used and disposed of in an environmentally and socially responsible manner</p>	<p>1. All waste and pollutions sources are identified and documented.</p> <p>2. Estates and mills waste management and disposal are implemented to avoid or reduce pollution.</p>	<p>1. Management plan of hazardous waste and instruction of disposal of agrochemicals and their containers waste in accordance with the product label and existing regulations.</p> <p>2. Records of waste monitoring/analysis.</p>	<p>The waste management and disposal plan should include measures for:</p> <ul style="list-style-type: none"> <li>• Identifying and monitoring sources of waste and pollution.</li> <li>• Improving the efficiency of resource utilisation and recycling potential wastes as nutrients or converting them into value added products (e.g. through animal feeding programmes).</li> <li>• Appropriate disposal of hazardous chemicals and their containers. Surplus chemical containers should be disposed of or cleaned in an environmentally and socially responsible way (e.g. returned to the vendor or cleaned using a triple rinse method), such that there is no risk of contamination of water sources or to human health. The disposal instructions on manufacturer's labels should be adhered to.</li> </ul>

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<p><b>Criterion 5.4</b> Efficiency of energy use and use of renewable energy is maximized.</p>		<ol style="list-style-type: none"> <li>1. Records of monitoring renewable energy use and its efficiency analysis (energy/ton CPO, or energy/ton palm product).</li> <li>2. Records of monitoring of fossil fuels use for operational reason and its efficiency analysis.</li> </ol>	<p>Growers and mills should assess the direct energy use of their operations, including fuel and electricity, and energy efficiency of their operations. This should include estimation of fuel use by contractors, including all transport and machinery operations. The feasibility of collecting and using biogas should be studied if possible.</p>
<p><b>Criterion 5.5</b> Use of fire for waste disposal and for preparing land for replanting is avoided except in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>	<ol style="list-style-type: none"> <li>1. Documented assessment where fire has been used for preparing land for replanting.</li> <li>2. Records of implementation of zero burning policy.</li> <li>3. Procedures and records of emergency responses to land burning (Tanggap Darurat Kebakaran Lahan)</li> </ol>	<ol style="list-style-type: none"> <li>1. Presence of appropriate fire extinguishers and facilities, depending on the risks assessment.</li> </ol>	<p>Fire should be used only where an assessment has demonstrated that it is the most effective and least environmentally damaging option for minimising the risk of severe pest and disease outbreaks, and with evidence that fire-use is carefully controlled. Use of fire on peat soils should be prohibited.</p>
<p><b>Criterion 5.6</b> Plans to reduce pollution and emissions, including greenhouse gases, are developed, implemented and monitored.</p>	<ol style="list-style-type: none"> <li>1. Evidence of identification of pollution and emissions sources at mills.</li> <li>2. Monitoring of pollution and emission quality of the sources identified.</li> </ol>	<ol style="list-style-type: none"> <li>1. Records of efforts and strategies employed to reduce pollution and emissions.</li> <li>2. Records of identification, monitoring, and treatment methodology for POME.</li> </ol>	

**Principle 6: Responsible consideration of employees and of individuals and communities affected by growers and mills**

Criterion	National Indicator		Guidance
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<p><b>Criterion 6.1</b> Aspects of plantation and mill management including replanting that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and monitored, to demonstrate continuous improvement.</p>	<p>1. Documented environmental and social impact assessment, including details of positive and negative social effects that may be caused by plantations and mills, and documented participation of affected parties and local communities.</p>	<p>1. Regular monitoring and management of social impact, with the participation of local communities. 2. Results of revisions to the environmental management document that encompasses social impact assessments in the event there are changes to company's operational scope, in accordance with existing regulations. 3. A regular and scheduled environmental management and monitoring Report. 4. Particular attention paid to the impacts of outgrower schemes (where the plantation includes such a scheme).</p>	<p>The identification of social impacts can use AMDAL as a part of the process but it is the responsibility of the companies to provide sufficient objective evidence to the audit team that the full requirements of an SEIA are met for all aspects of plantation and mill operations, and captures all changes over time. Identification of social impacts should be carried out by the grower with the participation of affected parties as appropriate to the situation. The involvement of independent experts should be sought where this is considered necessary to ensure that all impacts (both positive and negative) are identified. Potential social impacts may result from activities such as: building new roads, processing mills or other infrastructure; replanting with different crops or expansion of planting area; disposal of mill effluents; clearing of remaining natural vegetation; changes in employee numbers or employment terms. Plantation and mill management may have social impacts (positive or negative) on factors such as:</p> <ul style="list-style-type: none"> <li>• Access and use rights.</li> <li>• Economic livelihoods (e.g. paid</li> </ul>

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			employment) and working conditions. <ul style="list-style-type: none"> <li>• Subsistence activities.</li> <li>• Cultural and religious values.</li> <li>• Health and education facilities.</li> </ul> Other community values, resulting from changes such as improved transport /communication or arrival of substantial migrant labour force.
<b>Criterion 6.2</b> There are open and transparent methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.	1. Documented procedures and records of communication and consultation with the communities.	1. Maintenance of a list of stakeholders. 2. Records of local communities' aspiration and responses or follow-up actions by companies to these requirements 3. A dedicated person responsible for consulting and communicating with local communities.	Decisions that the growers or mills are planning to make should be made clear, so that local communities and other interested parties understand the purpose of the communication and/or consultation. Communication and consultation mechanisms should be designed in collaboration with local communities and other affected or interested parties. These should consider the use of existing local mechanisms and languages. Consideration should be given to the existence/formation of a multi-stakeholder forum. Communications should take into account differential access to information of women as compared to men, village leaders as compared to day labourers, new versus established community groups, and different ethnic groups. Consideration should be given to involving third parties, such as disinterested community groups,

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			NGOs, or government (or a combination of these), to facilitate smallholder schemes and communities, and others as appropriate, in these communications.
<p><b>Criterion 6.3</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.</p>	<p>1. An open system, which is accepted by affected parties, to receive complaints and to resolve dispute in an effective, timely and appropriate manner.</p>	<p>1. Records of handling of the complaints. 2. Procedures for the identification and calculation of fair compensation for the loss of legal or customary right of the land, with the involvement of local community representatives and relevant agencies and made publicly available.</p>	<p>Dispute resolution mechanisms should be established through open and consensual agreements with relevant affected parties. Complaints may be dealt with by mechanisms such as Joint Consultative Committees (JCC). Grievances may be internal (employees) or external.</p>
<p><b>Criterion 6.4</b> Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>	<p>1. Procedures for the identification, calculation and compensation for the loss of legal or customary rights of the land, with the involvement of local community representatives and relevant agencies.</p>	<p>1. Records of identification of people entitled to receive compensation. 2. Records of negotiations processes and/or the details of compensation settlements. 3. Records of the implementation of compensation payment.</p>	<p>This criterion should be considered in conjunction with Criterion 2.3 and the associated guidance. Local communities have right to appoint their own representatives and this processes and results must be documented.</p>
<p><b>Criterion 6.5</b> Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages.</p>	<p>1. Documentation of employees' pay rates. 2. A company working regulations and work contracts, in accordance with existing regulations.</p>	<p>1. Growers and millers provide adequate housing, water supplies, medical, educational, and other facilities for employees where such facilities are not available or</p>	<p>Where temporary or migrant workers are employed, a special labour policy should be established. This labour policy would state the non discriminatory practices; no contract</p>

Criterion	National Indicator		Guidance
	Major	Minor	
		accessible. 2. Agreements entered into with contractors are to specify that contractors abide by labor laws.	substitution; post arrival orientation program to focus especially on language, safety, labour laws, cultural practices etc; decent living conditions to be provided. Migrant workers are legalised, and a separate employment agreement should be drawn up to meet immigration requirements for foreign workers, and international standards. Deductions do not jeopardise a decent living wage.
<b>Criterion 6.6</b> The employer respects the right 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.	1. Documented company policy recognizing freedom of association.	1. Documented minutes of meeting with any labor union (if any).	The right of employees and contractors to form associations and bargain collectively with their employer should be respected, in accordance with Conventions 87 and 98 of the International Labour Organisation. Labour laws and union agreements or in their absence, direct contracts of employment detailing payments and other conditions are available in the languages understood by the workers or explained carefully to them by a management official.
<b>Criterion 6.7</b> Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision, and when not interfering with education programmes. Children are not exposed to hazardous working conditions.	1. Documented company policy on worker age requirement, in accordance with national laws.	1. Records of implementation of company policy on worker age requirements.	Growers and millers should clearly define the minimum working age, together with working hours under national regulations. Smallholders and family farm should allow work by children only if permitted by national regulations.

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 6.8</b> Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age, is prohibited.</p>	<p>1. A documented equal opportunities policy.</p>	<p>1. Evidence of equal treatment in working opportunities for workers.</p>	<p>The grievance procedures detailed in 6.3 apply. Positive discrimination to provide employment and benefits to specific communities is acceptable as part of negotiated agreements.</p>
<p><b>Criterion 6.9</b> A policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is developed and applied.</p>	<p>1. A documented company policy on sexual harassment and violence. 2. A documented company policy on the protection of reproductive rights.</p>	<p>1. Proof of implementation of sexual harassment policy. 2. Proof of implementation of reproductive rights policy. 3. specific grievance mechanism is available.</p>	<p>There should be a clear policy developed in consultation with employees, contractors and other relevant stakeholders, and the policy should be publicly available. Progress in implementing the policy should be regularly monitored, and the results of monitoring activities should be recorded.</p> <p>A gender committee specifically to address areas of concern to women may be requested to comply with the criteria. This committee, to have representatives from all areas of work, will consider matters such as; trainings on women's rights, counselling for women affected by violence, child care facilities to be provided by the growers and millers, women to be allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks, and women to be given specific break times to enable effective breastfeeding.</p>

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 6.10</b> Growers and mills deal fairly and transparently with smallholders and other local businesses.</p>	<ol style="list-style-type: none"> <li>1. Current and past prices paid for FFB shall be publicly available.</li> <li>2. Pricing mechanisms for FFB and inputs/services shall be documented (where these are under the control of the mill or plantation).</li> </ol>	<ol style="list-style-type: none"> <li>1. Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent.</li> <li>2. Agreed payments shall be made in a timely manner.</li> </ol>	<p>Transactions with smallholders should consider issues such as the role of middle men, transport and storage of FFB, quality and grading. The need to recycle the nutrients in FFB (under 4.2) should also be considered; where it is not practicable to recycle wastes to smallholders, compensation for the value of the nutrients exported might be made via the FFB price. Smallholders must have access to the grievance procedure under criterion 6.3, if they consider that they are not receiving a fair price for FFB, whether or not middle men are involved. The need for a fair and transparent pricing mechanism is particularly important for out growers, who are contractually obliged to sell all FFB to a particular mill. If mills require smallholders to change practices to meet the RSPO criteria, consideration must be given to the costs of such changes, and the possibility of advance payments for FFB could be considered.</p>
<p><b>Criterion 6.11</b> Growers and millers contribute to local sustainable development wherever appropriate.</p>		<ol style="list-style-type: none"> <li>1. Records of company contributions to the local development.</li> </ol>	<p>Contributions to local development should be based on the results of consultation with local communities. See also criterion 6.2. Such consultation should be based on the principles of transparency, openness and participation, and should</p>

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Criterion	National Indicator		Guidance
	Major	Minor	
			<p>encourage communities to identify their own priorities and needs, including the different needs of men and women.</p> <p>Where candidates for employment are of equal merit, preference should always be given to members of local communities. Positive discrimination should not be recognized as conflicting with Criterion 6.8.</p>

**Principle 7: Responsible development of new plantings**

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 7.1</b> A comprehensive and participatory independent social and environmental impact assessment is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.</p>	<p>1. Social and environmental impact assessments (AMDAL), which include details of both positive and negative social and environmental impacts, made with the participation of affected parties (local communities).</p>	<p>1. Appropriate management plan and operational procedures (<i>RKL/RPL</i>). 2. Where there are schemed smallholders, records of development program for smallholders are kept, in accordance with the scheme and relevant laws.</p>	<p>The independent environmental and social impact assessment can use AMDAL as a part of the process but it is the responsibility of the companies to provide sufficient objective evidence to the audit team that the full requirements of an SEIA are met for all aspects of plantation and mill operations, and captures all changes over time. If there are weaknesses in the process of assessment, be it in an AMDAL (Indonesia), EIA (Malaysia) and DEC (PNG), and that it is the responsibility of the companies to provide sufficient objective evidence to the audit team that the full requirements of an SEIA are met. See also criteria 5.1 and 6.1. The impact assessment should be carried out by accredited independent experts, in order to ensure an objective process. A participatory methodology including external stakeholder groups is essential to the identification of impacts, particularly social impacts. Stakeholders such as local communities, government departments and NGOs should be involved, through the use of interviews and meetings, and by reviewing findings and plans for mitigation.</p>

Criterion	National Indicator		Guidance
	Major	Minor	
			<p>The potential impacts of all major proposed activities should be assessed prior to development. The assessment should include, in no order of preference, as a minimum:</p> <ul style="list-style-type: none"> <li>• Assessment of the impacts of all major planned activities, including planting, mill operations, roads and other infrastructure.</li> <li>• Assessment, including stakeholder consultation, of High Conservation Values (see criterion 7.3) that could be negatively affected.</li> <li>• Assessment of potential effects on adjacent natural ecosystems of planned developments, including whether development or expansion will increase pressure on nearby natural ecosystems.</li> <li>• Identification of watercourses and assessment of potential effects on hydrology by planned developments. Measures should be planned and implemented to maintain the quantity and quality of water resources.</li> <li>• Baseline soil surveys and topographic information, including the identification of marginal and fragile soils, areas prone to erosion and slopes unsuitable for planting.</li> <li>• Analysis of type of land to be used (forest, degraded forest, cleared land).</li> </ul>

Criterion	National Indicator		Guidance
	Major	Minor	
			<ul style="list-style-type: none"> <li>• Analysis of land ownership and user rights.</li> <li>• Analysis of current land use patterns.</li> <li>• Assessment of potential social impact on surrounding communities of a plantation, including an analysis of differential effect on women versus men, ethnic communities, migrant versus long-term residents.</li> </ul> <p>Plans and field operations should be developed and implemented to incorporate the results of the assessment. One potential outcome of the assessment process is that the development should not proceed, because of the magnitude of potential impacts.</p>
<p><b>Criterion 7.2</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.</p>	<p>1. Results of land surveys to determine suitability of soil are to be provided, including information on topography, climate, soil type, soil fertility, water table depth and drainage.</p>	<p>1. Evidence that plantations are developed in accordance with the suitability of the land.</p>	<p>These activities may be linked to the SEIA (7.1) but need not be done by independent experts. Soil suitability maps or soil surveys should be appropriate to the scale of operation and should include information on soil types, topography, rooting depth, moisture availability, stoniness, fertility and long-term soil sustainability. Soils unsuitable for planting or those requiring special treatment should be identified. This information should be used to plan planting programmes, etc. Measures</p>

Criterion	National Indicator		Guidance
	Major	Minor	
			<p>should be planned to minimise erosion through appropriate use of heavy machinery, terracing on slopes, appropriate road construction, rapid establishment of cover, protection of riverbanks, etc.</p> <p>The topographic information should be used to plan drainage and irrigation system, roads, and other facilities. Assessing soil suitability is also important for small-scale producers, particularly where there are significant numbers operating in a particular location. Information may be collected and provided by a smallholder organisation or mill that purchases FFB from individual smallholders.</p>
<p><b>Criterion 7.3</b> New plantings since November 2005, have not replaced primary forest or any area required to maintain or enhance one or more High Conservation Values.</p>	<ol style="list-style-type: none"> <li>1. New plantings within Nov 05 and Nov 07 must be in compliance with existing regulatory requirements that relate to social and environmental impacts management, and with the legalized land spatial planning.</li> <li>2. Maps showing plan and realization of land clearing in accordance with HCV identification.</li> </ol>		<p>Where it can be proven that the land did not contain HCV in Nov 2005, the land can enter RSPO certification programme..</p> <p>Where the HCV status of the land is unknown and/or disputed, the land will be excluded from the RSPO certification programme, until an acceptable solution for HCV compensation has been developed. Companies owning such land can enter the other estates in the programme.</p> <p>This arrangement is valid only for land development between Nov 05 and Nov 07 which was the RSPO P&amp;C initial</p>

Criterion	National Indicator		Guidance
	Major	Minor	
			<p>pilot implementation period.</p> <p>This criterion applies to forests and other vegetation types. This applies irrespective of any changes in land ownership or farm management that have taken place after this date. High Conservation Values (HCVs) may be identified in restricted areas of a landholding, and in such cases new plantings can be planned to allow the HCVs to be maintained or enhanced. The HCV assessment process requires appropriate training and expertise, and must include consultation with local communities, particularly for identifying social HCVs. HCV assessments should be conducted according to the National Interpretation of the HCV criteria or according to the Global HCV Toolkit if a National Interpretation is not available.</p> <p>Development should actively seek to utilise previously cleared and/or degraded land. Plantation development should not put indirect pressure on forests through the use of all available agricultural land in an area.</p> <p>Although planned development may be consistent with landscape level planning by national and local authorities, this requirement for protection of social and biological HCVs must still be complied with.</p>

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 7.4</b> Extensive planting on steep terrain, and/or on marginal and fragile soils, is avoided.</p>		<ol style="list-style-type: none"> <li>1. Maps identifying marginal and fragile soils, including excessive gradients and peat soils, should be available.</li> <li>2. Where limited planting on fragile and marginal soils is proposed, plans shall be developed and implemented to protect them without incurring adverse impacts.</li> </ol>	<p>Planting on extensive areas of peat soils and other fragile soils should be avoided referring to national regulations. Adverse impacts may include hydrological risks or significantly increased risks (e.g. fire risk) in areas outside the plantation. (Criterion 5.5).</p>
<p><b>Criterion 7.5</b> No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>	<ol style="list-style-type: none"> <li>1. Social and environmental impact assessment document which include analysis of both positive and negative environmental and social impacts, and made with the participation of affected parties.</li> <li>2. Documented socialization programs prior to new plantings.</li> <li>3. Proof of payment to land owners and proper handing-over of the land for new plantings.</li> </ol>		<p>Local communities have rights to appoint their own representatives and this process is documented. Where new plantings are considered to be acceptable, management plans and operations should maintain sacred sites. Agreements with indigenous peoples, local communities and other stakeholders should be made without coercion or other undue influence (see guidance for 2.3). Relevant stakeholders include those affected by or concerned with the new plantings. Refer to criteria 2.2, 2.3, 6.2, 6.4 and 7.6 for indicators and guidance on compliance. This activity should be integrated with the SEIA required by 7.1.</p>
<p><b>Criterion 7.6</b> Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreement</p>	<ol style="list-style-type: none"> <li>1. Documented identification and assessment of customary and legal rights with the involvement of relevant government agencies and local communities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Records of negotiation process and/or compensation settlements are available.</li> <li>2. Documentation of calculation and payment for compensation.</li> </ol>	<p>Local communities have rights to appoint their own representatives and this process is documented. Refer also to 2.2, 2.3 and 6.4 and associated guidance.</p>

Criterion	National Indicator		Guidance
	Major	Minor	
	<ol style="list-style-type: none"> <li>Procedures to identify people entitled to receive compensation.</li> </ol>	<ol style="list-style-type: none"> <li>Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development.</li> <li>The process and outcome of any compensation claims should be documented and made publicly available.</li> </ol>	This requirement includes indigenous peoples.
<p><b>Criterion 7.7</b> Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.</p>	<ol style="list-style-type: none"> <li>Documented assessment where fire has been used for preparing land for planting.</li> <li>Records of implementation of zero burning policy.</li> <li>Procedures and records of emergency responses to land burning (<i>Tanggap Darurat Kebakaran Lahan</i>)</li> </ol>	<ol style="list-style-type: none"> <li>Presence of appropriate fire extinguishers and facilities, depending on the fire risks.</li> </ol>	Fire should be used only where an assessment has demonstrated that it is the most effective and least environmentally damaging option for minimising the risk of severe pest and disease outbreaks, and with evidence that fire use is carefully controlled.

**Principle 8: Commitment to continuous improvement in key areas of activity**

Criterion	National Indicator		Guidance
	Major	Minor	
<p><b>Criterion 8.1</b>                      Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations.</p>	<p>1. A monitoring action plan based on the social environmental impact assessment, and regular evaluations of plantation and mill operations. As a minimum, these must include, but not necessarily be limited to:</p> <ul style="list-style-type: none"> <li>• Reduction in use of certain chemicals (criterion 4.6).</li> <li>• Environmental impacts (criterion 5.1).</li> <li>• Waste reduction (criterion 5.3).</li> <li>• Pollution and emissions (criterion 5.6).</li> <li>• Social impacts (6.1).</li> </ul>	<p>1. Records of follow-up actions taken against RSPO audit findings, if any.</p>	<p>Growers should have a system to improve practices in line with new information and techniques and a mechanism for disseminating this information throughout the workforce.</p>

## Definitions

**Customary rights:** Patterns of long standing community land and resource usage in accordance with indigenous peoples' customary laws, values, customs and traditions, including seasonal or cyclical use rather than formal legal title to land and resources issued by the State. (World Bank Operational Policy, 4.10).

**Environmental Impact Assessment:** a process of predicting and evaluating the effects of an action or series of actions on the environment, then using the conclusions as a tool in planning and decision-making.

**High Conservation Value Forest (HCVF):** The forest necessary to maintain or enhance one or more High Conservation Values (HCVs):

- HCV1. Forest areas containing globally, regionally or nationally significant concentrations of biodiversity value (e.g. endemism, endangered species).
- HCV2. Forest areas containing globally, regionally or nationally significant large landscape level forests, contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance.
- HCV3. Forest areas that are in or contain rare, threatened or endangered ecosystems.
- HCV4. Forest areas that provide basic services of nature in critical situations (e.g. watershed protection, erosion control).
- HCV5. Forest areas fundamental to meeting basic needs of local communities (e.g. subsistence, health).
- HCV6. Forest areas critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).

(See: 'The HCVF Toolkit' – available from [www.hcvnetwork.org](http://www.hcvnetwork.org))

**ISO Standards:** Standards developed by the International Organization for Standardization (ISO: see <http://www.iso.ch/iso>).

**Natural vegetation:** Areas where many of the principal characteristics and key elements of native ecosystems such as complexity, structure and diversity are present.

**Plantation:** The land containing oil palm and associated land uses such as infrastructure (e.g., roads), riparian zones and conservation set-asides.

**Primary Forest:** A primary forest is a forest that has never been logged and has developed following natural disturbances and under natural processes, regardless of its age. Also included as primary, are forests that are used inconsequentially by indigenous and local communities living traditional lifestyles relevant for the conservation and sustainable use of biological diversity. The present cover is normally relatively close to the natural composition and has arisen (predominantly) through natural regeneration. National interpretations should consider whether a more specific definition is required. (From FAO Second Expert Meeting On Harmonizing Forest-Related Definitions For Use By Various Stakeholders, 2001, [http://www.fao.org/documents/show\\_cdr.asp?url\\_file=/DOCREP/005/Y4171E/Y4171E11.htm](http://www.fao.org/documents/show_cdr.asp?url_file=/DOCREP/005/Y4171E/Y4171E11.htm))

**Prophylactic:** A treatment or course of action applied as a preventive measure.

**Restore:** Returning degraded or converted areas within the plantation to a semi-natural state.

**Smallholders:** Farmers growing oil palm, sometimes along with subsistence production of other crops, where the family provides the majority of labour and the farm provides the principal source of income and where the planted area of oil palm is usually below 25 hectares in size.

**Stakeholders:** An individual or group with a legitimate and/or demonstrable interest in, or who is directly affected by, the activities of an organisation and the consequences of those activities.

**Outgrowers:** Farmers, where the sale of FFB is exclusively contracted to the grower/miller. Outgrowers may be smallholders.

**Undue influence:** The exertion by a third party of any kind of control such that a person signs a contract or other agreement which, absent the influence of the third party, he would not have signed.

**Use rights:** Rights for the use of forest resources that can be defined by local custom, mutual agreements, or prescribed by other entities holding access rights. These rights may restrict the use of particular resources to specific levels of consumption or particular harvesting techniques.

## ANNEX 1

### THE LIST OF RELATED LAWS & REGULATIONS

Principle	Criterion	Related Laws & Regulations
1	1	<ol style="list-style-type: none"> <li>1. UU No. 5 tahun 1960 tentang Pokok Agraria.</li> <li>2. UU No. 12 tahun 1992 tentang Sistim Budidaya Tanaman.</li> <li>3. UU No. 23 tahun 1997 tentang Lingkungan Hidup.</li> <li>4. UU No.41 tahun 1999 tentang Kehutanan.</li> <li>5. UU No. 13 tahun 2003 Ketenagakerjaan.</li> <li>6. UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>7. UU Ketenagakerjaan (tentang UMP, Umur, K3).</li> <li>8. Peraturan mengenai penguasaan lahan.</li> <li>9. Peraturan AMDAL (PP27/99, Kepmen LH No. 08/2006, Kepmen LH No. 11/2006).</li> </ol>
	2	<ol style="list-style-type: none"> <li>1. UU No.7/1981 tentang Wajib Laport Ketenagakerjaan.</li> <li>2. UU No. 5 tahun 1960 Undang-Undang Pokok Agraria.</li> <li>3. UU No. 12 tahun 1992 tentang Sistim Budidaya Tanaman.</li> <li>4. UU No. 23 tahun 1997 tentang Lingkungan Hidup.</li> <li>5. UU No.41 tahun 1999 tentang Kehutanan.</li> <li>6. UU No. 13 tahun 2003 tentang Ketenagakerjaan (K3).</li> <li>7. UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>8. PP No. 27 tahun 1999 tentang Pelaksanaan AMDAL.</li> </ol>
2	1	<ol style="list-style-type: none"> <li>1. UU No. 5 tahun 1960 Undang-Undang Pokok Agraria.</li> <li>2. UU No. 12 tahun 1992 tentang Sistim Budidaya Tanaman.</li> <li>3. UU No. 23 tahun 1997 tentang Lingkungan Hidup (Pasal 5 ayat 2 dan Pasal 6 ayat 2).</li> <li>4. UU No. 41 tahun 1999 tentang Kehutanan.</li> <li>5. UU No. 13 tahun 2003 Ketenagakerjaan.</li> <li>6. UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>7. UU No. 1/1970 tentang Keselamatan kerja.</li> <li>8. UU No. 3/1992 tentang Jaminan Sosial.</li> <li>9. UU No. 13 / 2003 tentang Ketenagakerjaan.</li> <li>10. UU No. 21 /2000 tentang Serikat Pekerja/Serikat Buruh.</li> <li>11. UU 2/2004 tentang Penyelesaian Perselisihan Hubungan Industrial.</li> <li>12. UU No. 20/1999 tentang Ratifikasi Konvensi ILO No. 138 mengenai Usia Minimum utk Dbolehkan Bekerja.</li> <li>13. UU No.1/2000 tentang Ratifikasi Konvensi ILO No. 182 mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-bentuk Pekerjaan Terburuk untuk Anak</li> <li>14. UU No.1/1970 tentang Keselamatan Kerja.</li> <li>15. PP No.8/1981 Perlindungan Upah.</li> <li>16. Permen No. PER-01/MEN/1999 tentang Upah Minimum.</li> <li>17. Permenaker No. Per-03/Men/1984 tentang Pengawasan Ketenagakerjaan Terpadu.</li> <li>18. 8 Konvensi Dasar ILO (Konvensi No. 98, 87, 29, 105, 100, 111, 138, 182).</li> <li>19. Konvensi ILO No. 81 tentang Pengawasan Ketenagakerjaan dalam Industri dan Perdagangan (Labour Inspection in Industry and Commerce).</li> </ol> <p>Beberapa konvensi/hukum internasional yang telah diratifikasi di Indonesia;</p> <ol style="list-style-type: none"> <li>1. UU No. 7 Tahun 1984 Ratifikasi Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).</li> <li>2. UU No. 5 Tahun 1994 Ratifikasi Convention on Biological Diversity (CBD).</li> <li>3. UU No. 29 Tahun 1999 Ratifikasi Convention on the Elimination of All Forms of Racial Discrimination (CERD).</li> <li>4. UU No. 11 Tahun 2005 Ratifikasi International Covenant on Civil and Political Rights (ICCPR).</li> <li>5. UU No. 12 Tahun 2005 Ratifikasi International Covenant on Economic, Social and Cultural Rights (ICESCR).</li> <li>6. Nederland Staatblad No. 26 Tahun 1933 jo Nederland Stbl No. 236 tentang Ratifikasi Konvensi ILO No. 29 Tahun 1930 tentang Kerja Paksa atau Kerja</li> </ol>

Principle	Criterion	Related Laws & Regulations
		<p>Wajib.</p> <ol style="list-style-type: none"> <li>7. Kepres No. 83 tahun 1998; Ratifikasi Konvensi ILO No. 87 Tahun 1948 tentang Kebebasan Berserikat dan Perlindungan Hak untuk Berorganisasi.</li> <li>8. UU No. 18 Tahun 1956 Ratifikasi Konvensi ILO No. 98 Tahun 19489 tentang Penerapan Asas-Asas Hak untuk Berorganisasi dan Berunding Bersama.</li> <li>9. UU No. 80 Tahun 1957 Rstifikasi Konvensi ILO No. 100 Tahun 1951 tentang Pengupahan yang Sama Bagi Pekerja Laki-Laki dan Wanita untuk Perkerjaan Yang Sama Nilainya.</li> <li>10. UU No. 19 Tahun 1999 Ratifikasi Konvensi ILO No. 105 Tahun 1957 Tentang Penghapusan Kerja Paksa.</li> <li>11. UU No. 21 Tahun 1999 Ratifikasi Konvensi ILO No. 111 Tahun 1968 Diskriminasi Pekerjaan dan Jabatan.</li> <li>12. UU No. 20 Tahun 1999 Ratifikasi Konvensi ILO No. 138 Tahun 1973 tentang Usia Minimum untuk Dbolehkan Berkerja.</li> <li>13. UU No. 1 Tahun 2000 Ratifikasi Konvensi ILO No. 182 tentang Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak.</li> </ol>
	2	<ol style="list-style-type: none"> <li>1. UU No. 5 tahun 1960 Undang-undang Pokok Agraria.</li> <li>2. UU No.41 tahun 1999 tentang Kehutanan.</li> <li>3. UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>4. PP No. 40 tahun 1996 tentang HGU, HGB dan HP.</li> <li>5. PP No 24 tahun 1997 tentang pendaftaran.</li> <li>6. Permen Agraria/Kepala BPN (No. 2 tahun 1999).</li> <li>7. Peraturan Menteri Pertanian No. 26/Permentan/ar.140/2/2007.</li> </ol>
	3	<ol style="list-style-type: none"> <li>1. UU No. 5 tahun 1960 Undang-undang Pokok Agraria.</li> <li>2. UU No.41 tahun 1999 tentang Kehutanan.</li> <li>3. UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>4. PP No. 40 tahun 1996.</li> <li>5. Permen Agraria/Kepala BPN No. 2 tahun 1999.</li> <li>6. Peraturan Menteri/Kepala BPN No. 5 tahun 1999 tentang Pedoman Penyelesaian masalah hak ulayat.</li> <li>7. Peraturan Menteri Pertanian No. 26/Permentan/ar.140/2/2007.</li> </ol>
3	1	---
4	1	<ol style="list-style-type: none"> <li>1. Petunjuk Teknis Budidaya Kelapa Sawit. Direktorat Jenderal Perkebunan. Departemen Pertanian. Jakarta, 1997 dan 2006 tentang Petunjuk teknis budi daya kelapa sawit tahun 1997.</li> <li>2. Standar Pengolahan Kelapa Sawit 1993 dari Ditjen Pengolahan.</li> <li>3. Standar pengolahan limbah 2006.</li> <li>4. SNI 19-14001 tentang Sistem Manajemen Lingkungan (voluntary).</li> </ol>
	2	<ol style="list-style-type: none"> <li>1. UU No 12 tahun 1992 tentang Sistem Budidaya Tanaman.</li> <li>2. UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>3. PP No. 8, 2001 mengenai Pupuk budidaya tanaman.</li> <li>4. PP No. 150, 2000 mengenai Pengendalian kerusakan tanah untuk produksi biomasa.</li> <li>5. SNI tentang Pupuk.</li> <li>6. Petunjuk Teknis Budidaya Kelapa Sawit. Direktorat Jenderal Perkebunan. Departemen Pertanian. Jakarta, 1997.</li> <li>7. Pedoman Teknis Pembangunan Kebun Kelapa Sawit Direktorat Jenderal Perkebunan. (Akan dirilis tahun 2007).</li> </ol>
	3	<ol style="list-style-type: none"> <li>1. PP No.150 Tahun 2000 tentang Pengendalian Kerusakan Tanah untuk Produksi Biomassa.</li> <li>2. Good Agriculture Practices untuk Perkebunan kelapa sawit.</li> </ol>
	4	<ol style="list-style-type: none"> <li>1. UU 12 tahun 1992</li> <li>2. UU 18 tahun 2004 tentang Perkebunan Kelapa Sawit.</li> </ol>

Principle	Criterion	Related Laws & Regulations
		<ol style="list-style-type: none"> <li>PP No. 82 Tahun 2001 tentang Pengelolaan Sumber Daya Air dan Pengendalian Pencemaran Air.</li> <li>PP 7/73, PP 6/ 95</li> <li>Kepmen 28&amp;29 Tahun 2003 tentang Pengkajian Pemanfaatan Air Limbah.</li> <li>Kepmen No.51 Tahun 1995 tentang Baku Mutu Limbah Cair.</li> </ol>
	5	<ol style="list-style-type: none"> <li>UU No 12 tahun 1992 tentang Sistem Budidaya Tanaman.</li> <li>UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>PP No. 6, 1995 mengenai Perlindungan tanaman.</li> <li>Daftar penggunaan bahan kimia pertanian (agro kimia) yang diterbitkan oleh Komisi pestisida.</li> <li>Pengendalian hama terpadu (Ditjenbun).</li> </ol>
	6	<ol style="list-style-type: none"> <li>PP No. 18, 1999 junto PP No 85 mengenai Pengelolaan limbah bahan berbahaya dan beracun.</li> <li>PP No. 74, 2001 mengenai Pengelolaan bahan berbahaya dan beracun.</li> <li>UU No 1 tahun 1970 tentang Keselamatan Kerja.</li> <li>PP No. 7, 1973 mengenai Pengawasan atas peredaran, penyimpanan, dan penggunaan pestisida.</li> <li>SK bersama Menteri kesehatan dan Menteri Pertanian No: 881/Menkes/SKB/VIII/96; 711/Kpts/TP.270/8/1996 tentang batas maksimum residu pestisida pada hasil pertanian.</li> <li>SK Menteri Pertanian No. 517/Kpts/TP.270/9/2002 mengenai Pengawasan pestisida.</li> <li>07/permentan/sr.140/2/2007.</li> <li>Daftar penggunaan bahan kimia pertanian (agro kimia) yang diterbitkan oleh Komisi pestisida.</li> <li>GIFAP. 1991. Disposal of unwanted pesticide stocks: guidance on the selection of practical options. Brussels, Groupement International des Associations Nationales de Fabricants de Produits Agrochimiques.</li> </ol>
	7	<ol style="list-style-type: none"> <li>UU No 1 tahun 1970 tentang Keselamatan Kerja.</li> <li>UU No 3 tahun 1992 tentang Jaminan Sosial Tenaga Kerja</li> <li>Peraturan Menteri Tenaga Kerja No.PER.04/MEN/1993 tentang Jaminan Kecelakaan Kerja.</li> <li>PP No. 28/2002 Penyelenggaraan Program Jaminan Sosial Tenaga Kerja.</li> </ol>
	8	<ol style="list-style-type: none"> <li>UU 21/1999 tentang Ratifikasi Konvensi ILO No. 111 thn 1968 mengenai diskriminasi Pekerjaan dan Jabatan.</li> <li>Keputusan Menakertrans RI No KEP.261/MEN/X/2004 tahun 2004 Tentang Perusahaan Yang Wajib Melaksanakan Pelatihan Kerja.</li> </ol>
5	1	<ol style="list-style-type: none"> <li>PP No. 27 th 1999 mengenai AMDAL.</li> <li>PermenLH No.11 Tahun 2006, tentang jenis rencana usaha dan/atau kegiatan yang wajib dilengkapi dengan AMDAL.</li> <li>Permen LH No 8 tahun 2006 tentang Penyusunan AMDAL.</li> <li>SNI 19-14001 (Sistem Manajemen Lingkungan).</li> </ol>
	2	<ol style="list-style-type: none"> <li>UU No.5 Tahun 1990 tentang Konservasi Sumber Daya Alam Hayati dan Ekosistemnya.</li> <li>PP No.7 Tahun 1999, Daftar Tanaman dan Hewan yang Dilindungi.</li> <li>Keputusan Presiden No. 32 th 1990, tentang Pengelolaan Kawasan Lindung.</li> <li>Kep Menhutbun No. 104/kpts-II/ 2000 tentang tata cara pengambilan tumbuhan liar dan satwa liar.</li> <li>IUCN Redlist.</li> <li>CITES.</li> </ol>
	3	<ol style="list-style-type: none"> <li>UU No. 23, 1997 tentang Pengelolaan Lingkungan Hidup</li> <li>PP 74 th 2001</li> <li>PP No. 18, 1999 junto PP No 85, 1999 mengenai Pengelolaan limbah bahan</li> </ol>

Principle	Criterion	Related Laws & Regulations
		<p>berbahaya dan beracun.</p> <ol style="list-style-type: none"> <li>PP No. 41/1999 mengenai Pengendalian pencemaran udara.</li> <li>Kep Men LH 28 &amp; 29 th 2003.</li> <li>Kep Men LH No 13/3/95</li> <li>Kep Men LH/51/10/95</li> <li>Kep men LH Nomor KEP-13/MENLH/3/1995 mengenai baku mutu emisi sumber tidak bergerak.</li> <li>Panduan Penyusunan Standar Prosedur Operasional (SPO) Pengelolaan Limbah Industri KelapaSawit. Direktorat Pengolahan hasil Pertanian, Ditjen Pengolahan dan Pemasaran Hasil Pertanian, Deptan, 2006.</li> </ol>
	4	<ol style="list-style-type: none"> <li>Perpres No 5, 2006 tentang kebijakan energi nasional.</li> <li>Inpres No.1, 2006 tentang Biofuel.</li> </ol>
	5	<ol style="list-style-type: none"> <li>UU No 18 tahun 2004 tentang perkebunan.</li> <li>PP No 04 tahun 2001 tentang pengendalian kerusakan dan atau pencemaran lingkungan hidup yang berkaitan dengan kebakaran hutan dan atau lahan.</li> <li>PP No 41 tahun 1999 tentang pengendalian pencemaran udara.</li> </ol>
	6	<ol style="list-style-type: none"> <li>PP No 41 tahun 1999 tentang pengendalian pencemaran udara.</li> <li>KepMen KLH no 13, 1995.</li> <li>Kepmen LH No 141 2003 tentang baku mutu kendaraan bermotor.</li> <li>Kep BAPEDAL No KEP-205/BAPEDAL/07 Tahun 1996 tentang pedoman teknis pengendalian pencemaran udara.</li> </ol>
6	1	<ol style="list-style-type: none"> <li>UU No. 18 Tahun 2004 tentang Perkebunan (Pasal 25).</li> <li>UU No. 23 tahun 1997 tentang Lingkungan Hidup.</li> <li>UU 13/2003 tentang Ketenagakerjaan.</li> <li>PP 27 tahun 1999 (Pasal 33-34).</li> <li>Kepmen naker 203 th 1999 tentang AKAD (angkatan kerja antar daerah).</li> <li>Kepmenakertrans No. 203/Men/1999 tentang Penempatan Tenaga kerja di Dalam Negeri.</li> </ol>
	2	<ol style="list-style-type: none"> <li>UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>UU No. 13 tahun 2003 tentang Ketenagakerjaan.</li> <li>UU No. 23 tahun 1997 tentang Lingkungan Hidup.</li> </ol>
	3	<ol style="list-style-type: none"> <li>UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>UU No. 13 tahun 2003 tentang Ketenagakerjaan.</li> <li>UU 2/2004 tentang Penyelesaian Perselisihan Hubungan Industrial.</li> <li>Kepmenakertrans No. Kep. 255/Men/2003 tentang Tata Cara Pembentukan dan Susunan Keanggotaan Lembaga Kerjasama Bipartit.</li> </ol>
	4	<ol style="list-style-type: none"> <li>UU No. 5 tahun 1960 Undang-undang Pkok Agraria.</li> <li>UU No. 12 tahun 1992 tentang Sistim Budidaya Tanaman</li> <li>UU No. 23 tahun 1997 tentang Lingkungan Hidup</li> <li>UU No.41 tahun 1999 tentang Kehutanan.</li> <li>UU No. 13 tahun 2003 Ketenagakerjaan.</li> <li>UU No. 18 tahun 2004 tentang Perkebunan.</li> <li>UU No.15/ 1987 tentang Ketransmigrasian.</li> </ol>
	5	<ol style="list-style-type: none"> <li>Peraturan Pemerintah NO 8 tahun 1981 Tentang Perlindungan Upah.</li> <li>Peraturan Menteri Tenaga Kerja No.PER-01/MEN/1999 tentang Upah Minimum.</li> <li>Keputusan Menteri Tenaga Kerja No.102/MEN/VI/2004 tentang Waktu Kerja Lembur dan Upah Kerja Lembur.</li> <li>Keputusan Menakertrans RI No KEP220/MEN/X/2004 tahun 2004 Tentang Syarat-Syarat Penyerahan Sebagian Pelaksanaan Pekerjaan Kepada Perusahaan Lain.</li> <li>Keputusan Menakertrans RI No KEP-48/MEN/IV/2004 tahun 2004 Tentang Tata</li> </ol>

Principle	Criterion	Related Laws & Regulations
		<p>Cara Pembuatan Dan Pengesahan Peraturan Perusahaan Serta Pembuatan Dan Pendaftaran Perjanjian Kerja Bersama.</p> <p>6. Kepmen No. KEP.100/MEN/VI/2004 tentang Ketentuan Pelaksanaan Perjanjian Kerja Waktu Tertentu (PKWT).</p> <p>7. Kepmen No. KEP.101/MEN/VI/2004 tentang Tata Cara Perijinan Perusahaan Penyedia Jasa Pekerja/Buruh.</p>
	6	<p>1. Undang-Undang No.21 tahun 2000 tentang Serikat Pekerja / Serikat Buruh.</p> <p>2. Keputusan Menakertrans RI No: KEP. 255/MEN/2003 Tentang Tata Cara Pembentukan Dan Susunan Keanggotaan Lembaga Kerjasama Bipartit.</p> <p>3. Kepmen No. Keo-16/MEN/2001 tentang Tata Cara Pencatatan Serikat Pekerja/Serikat Buruh.</p> <p>4. Kepmen No. Kep.201/MEN/2001 tentang Keterwakilan dalam Kelembagaan Hubungan Industrial.</p>
	7	<p>1. Undang-Undang No.13 tahun 2003 tentang Ketenagakerjaan.</p> <p>2. Peraturan/Ketentuan mengenai wajib belajar.</p> <p>3. Keputusan Menakertrans RI No 235/MEN 2003 Tentang Jenis-Jenis Pekerjaan Yg Membahayakan Kesehatan Keselamatan atau Moral Anak.</p> <p>4. Keputusan Menakertrans RI No 115/MEN/VII/2004 Tentang Perlindungan Bagi Anak Yg Melakukan Pekerjaan Untuk Mengembangkan Bakat &amp; Minat.</p>
	8	UU No.13 tahun 2003 tentang Ketenagakerjaan.
	9	Keputusan Menakertrans RI No 224/MEN/2003 Tentang Kewajiban Pengusaha Yg Mempekerjakan Pekerja Perempuan Antara Pukul 23:00 s/d Pukul 07:00.
	10	Kep MenTan No 395 th 2005.
	11	UU No. 18 tahun 2004 tentang Perkebunan.
7	1	<p>1. UU No. 23 tahun 1997 tentang Lingkungan Hidup (Pasal 5 ayat 2 dan Pasal 6 ayat 2).</p> <p>2. UU No.41 tahun 1999 tentang Kehutanan.</p> <p>3. UU No. 13 tahun 2003 Ketenagakerjaan.</p> <p>4. UU No. 18 tahun 2004 tentang Perkebunan; Pasal 25.</p> <p>5. PP No. 27 tahun 1999; pasal 33-34.</p> <p>6. PermenLH No.11 Tahun 2006, tentang jenis rencana usaha dan/atau kegiatan yang wajib dilengkapi dengan AMDAL.</p> <p>7. Permen LH No 8 tahun 2006 tentang Penyusunan AMDAL.</p> <p>8. SNI 19-14001 tentang Sistem Manajemen Lingkungan.</p> <p>9. Menhut S.06/Menhut-VI/2006 tentang Hutan dengan Konservasi Tinggi.</p> <p>10. Permentan No.26/Permentan/OT.140/2/2007.</p>
	2	<p>1. UU Perkebunan No. 18, 2004</p> <p>2. SK Menteri Kehutanan dan Perkebunan No. 376/Kpts-II/1998 mengenai Kriteria penyediaan areal hutan untuk perkebunan budidaya kelapa sawit.</p> <p>3. SK Menteri Kehutanan dan Perkebunan No. 602/Kpt-II/1998 mengenai Analisis mengenai dampak lingkungan, upaya pengelolaan lingkungan dan upaya pemantauan lingkungan pembangunan kehutanan dan perkebunan.</p> <p>4. SK Menteri Kehutanan No. 146/Kpts-II/2003 mengenai Pedoman evaluasi penggunaan kawasan hutan/ex kawasan hutan untuk pengembangan usaha budidaya perkebunan.</p> <p>5. Petunjuk Teknis Budidaya Kelapa Sawit. Direktorat Jenderal Perkebunan. Departemen Pertanian. Jakarta, 1997.</p> <p>6. Pedoman Teknis Pembangunan Kebun kelapa Sawit Direktorat Jenderal Perkebunan. Departemen Pertanian. Jakarta. (Akan dirilis tahun 2007)</p>
	3	<p>1. UU No. 5/1990 tentang konservasi SDA hayati dan ekosistemnya</p> <p>2. UU No 5/1994 tentang konservasi PBB tentang keanekaragaman hayati</p>

Principle	Criterion	Related Laws & Regulations
		<ol style="list-style-type: none"> <li>3. UU No 24/1992 tentang tata ruang</li> <li>4. UU No. 41/1999 tentang kehutanan</li> <li>5. UU No. 18/2004 tentang Perkebunan</li> <li>6. PP No 7/1999 tentang pengawetan jenis tumbuhan dan satwa</li> <li>7. KepPres 43/1978 tentang pengesahan kovensi PBB tentang CITES</li> <li>8. KepPres 32/1990 tentang pengelolaan kawasan lindung</li> <li>9. KepPres No. 1/1987 tentang ratifikasi endangered species</li> <li>10. HVCF Toolkit</li> </ol>
	4	<ol style="list-style-type: none"> <li>1. SK tentang Kemiringan Tanah, Dalamnya Gambut, PP Dirjen Perkebunan, UU RI No. 41 tentang Kehutanan</li> <li>2. Kepres 32 , 1990 tentang Penetapan Kawasan Lindung</li> <li>3. Kep Menhutbun No. 376/Kpts-II/1998, Psl. 2, Kesesuaian lahan yang cocok untuk perkebunan budidaya kelapa sawit.</li> </ol>
	5	<ol style="list-style-type: none"> <li>1. UU No. 23 tahun 1997 tentang Lingkungan Hidup (Pasal 5 ayat 2 dan Pasal 6 ayat 2).</li> <li>2. UU No.41 tahun 1999 tentang Kehutanan.</li> <li>3. UU No. 18 tahun 2004 tentang Perkebunan; pasal 9 ayat 1 dan ayat 2.</li> </ol>
	6	<ol style="list-style-type: none"> <li>1. UU No. 5 tahun 1960 (UUPA)</li> <li>2. UU No.41 tahun 1999 tentang Kehutanan</li> <li>3. UU No. 18 tahun 2004 tentang Perkebunan</li> <li>4. PP No. 40 tahun 1996</li> <li>5. Permen Agraria/Kepala BPN No. 2 tahun 1999</li> <li>6. Peraturan Menteri/Kepala BPN No. 5 tahun 1999 tentang Pedoman Penyelesaian masalah hak ulayat</li> <li>7. Peraturan Menteri Pertanian No. 26/Permentan/ar.140/2/2007</li> </ol>
	7	<ol style="list-style-type: none"> <li>1. UU 23/1997 tentang Pengelolaan Lingkungan</li> <li>2. UU 41/1999 tentang kehutanan</li> <li>3. UU 18/2004 tentang perkebunan</li> <li>4. PP 4/2001 tentang Pengendalian Kerusakan Dan Atau Pencemaran Lingkungan Hidup Yang Berkaitan Dengan Kebakaran Hutan Dan Atau Lahan.</li> <li>5. SK Mentan 357/19... Pembukaan lahan tanpa bakar</li> <li>5. Peraturan terkait Kebakaran Lahan, KLH, Deptan, Dephut</li> </ol>
8	1	<ol style="list-style-type: none"> <li>1. UU No. 18, 2004 tentang Perkebunan</li> <li>2. PP No 27 tahun 1999 tentang. AMDAL</li> <li>3. SK Men LH No 86 thn 2002 tentang. Pedoman Pelaksanaan Upaya Pengelolaan Lingkungan Hidup dan Upaya Pemantauan Lingkungan Hidup</li> </ol>

**ANNEX 2  
GLOSSARY**

<b>WORDS</b>	<b>GLOSSARY</b>
AMDAL	Analisis Mengenai Dampak Lingkungan dan Sosial (Social and Environmental Impact Assessment)
ASEAN	Association of South East Asia Nations
B3	Bahan Beracun dan Berbahaya (hazardous waste)
BOD	Biological Oxygen Demand
CPO	Crude Palm Oil
CBD	Convention on Biodiversity
EFB	Empty Fruit Bunches
FFB	Fresh Fruit Bunches
HCV	High Conservation Value
HGU	Hak Guna Usaha (Land Use Permit)
IPM	Integrated Pest Management
IUP	Izin Usaha Perkebunan (Plantation Operation Licence)
K3	Kesehatan dan Keselamatan Kerja (Occupational Health and Safety)
LC	Land Clearing
OER	Oil Extraction Rate
PK	Palm Kernel
POM	Palm Oil Mill
RKL/RPL	Rencana Kelola Lingkungan/Rencana Pemantauan Lingkungan (Environmental Management Plan/Environmental Monitoring Plan)
SOP	Standard Operating Procedure
UKL/UPL	Upaya Kelola Lingkungan/Upaya Pemantauan Lingkungan (Environmental Management Efforts/Environmental Monitoring Efforts)

### ANNEX 3 MEMBERS OF INDONESIAN NATIONAL INTERPRETATION WORKING GROUP

NO	NAME	POSITION	INSTITUTION
1	Daud Dharsono	Chairman	GAPKI
2	Rudi Lumuru	Group leader for Legal, License, and Social (1)	SawitWatch
3	Dr. Rosediana Suharto	Group leader for environment and Natural Resources (2)	IPOC (Indonesian Palm Oil Commission)
4	Dr. Darnoko	Group leader for agronomy and Mill Practices (3)	GAPKI (Indonesian Oil Palm Research Institute)
5	Steaven Halim	Group leader for Economics and Labor (4)	GAPKI
6	Ismu Zulfikar	Secretary	GAPKI
7	Asmar Arsyad	Member of Group 1	APKASINDO (Indonesian Oil Palm Smallholder Association)
8	Musdalifah	Member of Group 1	Co. Ministry of Economy, Finance & Industry (Menko Ekuin)
9	Freddy Wijaya	Member of Group 1	GAPKI
10	Freddy TH Sinurat	Member of Group 1	GAPKI
11	Susi Hutapea	Member of Group 1	GAPKI
12	Nogoseno	Member of Group 1	GAPKI
13	Dr. Asril Darusamin	Member of Group 1	IPOC (Indonesian Palm Oil Commission)
14	Mukti Sardjono	Member of Group 1	Ministry of Agriculture
15	Murdwi Astuti	Member of Group 1	Ministry of agriculture
16	Euis Ekawati	Member of Group 1	Ministry of Environment
17	Benny Wahyudi	Member of Group 1	Ministry of Industry
18	Luh Sulasih L	Member of Group 1	Ministry of Industry
19	Andin Hadiyanto	Member of Group 1	Ministry of Trade
20	Hari Purwanto	Member of Group 1	Ministry of Trade
21	Effendi (Dir. PPH)	Member of Group 1	BPN (National Land Agency)
22	Angela Anggraeni	Member of Group 1	BPN (National Land Agency)
23	Noor Puspita Sari	Member of Group 1	BPN (National Land Agency)

NO	NAME	POSITION	INSTITUTION
24	Norman Jiwan	Member of Group 1	SawitWatch
25	Adrian Suharto	Member of Group 2	GAPKI
26	Slamet Riyadi	Member of Group 2	GAPKI
27	Bambang Dwil Laksono	Member of Group 2	GAPKI
28	Hendi Hidayat	Member of Group 2	GAPKI
29	Dr. Herdradajat Natawiidjaya,Msc	Member of Group 2	Ministry of Agriculture
30	Ir. Sri Parwati	Member of Group 2	Ministry of Environment
31	Yudi Iskandarsyah	Member of Group 2	TNC (The Nature Conservancy)
32	Fitrian Adriansyah	Member of Group 2	WWF-Indonesia
33	Purwo Susanto	Member of Group 2	WWF-Indonesia
34	Suhandri	Member of Group 2	WWF-Indonesia
35	Amalia prameswari	Member of Group 2	WWF-Indonesia
36	Yeppy Kustiwae	Member of Group 2	WWF-Indonesia
37	Dr. Sunarya	Member of Group 3	BSN (National Standardization Agency)
38	Singgih Harjanto	Member of Group 3	BSN (National Standardization Agency)
39	Purboyo Guritno	Member of Group 3	GAPKI
40	Amal Bakti Pulungan	Member of Group 3	GAPKI
41	Sundiandi	Member of Group 3	GAPKI
42	Fidber Chaniago	Member of Group 3	GAPKI
43	Dwi Asmono	Member of Group 3	GAPKI
44	Edy Saputra Suradja	Member of Group 3	GAPKI
45	Bambang Rismansyah	Member of Group 3	GAPKI
46	Dr. Yohannes Samosir	Group member 3	GAPKI
47	Darmansyah Basyaruddin	Member of Group 3	Ministry of Agriculture
48	Irmia Nur Andayani	Member of Group 3	Ministry of Agriculture
49	Normansyah	Member of Group 3	Ministry of Agriculture

<b>NO</b>	<b>NAME</b>	<b>POSITION</b>	<b>INSTITUTION</b>
50	Adi Wisoko	Member of Group 4	AIMMI (Indonesian Oleofood Industry Association)
51	Kartono	Member of Group 4	AIMMI (Indonesian Oleofood Industry Association)
52	Gaotama Setiawan	Member of Group 4	AIMMI (Indonesian Oleofood Industry Association)
53	Ignatius Eri Kurniawan	Member of Group 4	APOLIN (Indonesian Olein Producers Association)
54	Sucipto Prayitno	Member of Group 4	Mandiri Bank
55	Sunarso	Member of Group 4	Mandiri Bank
56	Lenny D Trianjayani	Member of Group 4	Mandiri Bank
57	Iwan Yulianto	Member of Group 4	Mega Bank
58	Adi Prabowo	Member of Group 4	Permata Bank
59	Kaman Siboro/Sugeng Prayitno	Member of Group 4	Permata Bank
60	Marulam Angkat	Member of Group 4	GAPKI/PTPN IV
61	Teguh Patriawan	Member of Group 4	GAPKI/SMART
62	Johny Tjoa	Member of Group 4	GAPKI/SMART
63	Harry Suyatna	Member of Group 4	Ministry of Labor and Transmigration
64	Donald Sianipar	Member of Group 4	Standard Chartered Bank
65	Deuxiemi Kusumadewi	Fasilitator	RILO (RSPO Indonesia Liaison Office)