

# Field Visit Report re Grievance by LinkAR Borneo Against Hartono Plantation Indonesia in Kalimantan Barat

## I. Background

On 18 November 2019, Golden Agri Resources (GAR) received a [grievance report](#) from LinkAR Borneo against Hartono Plantation Indonesia (HPI), a supplier of GAR. LinkAR Borneo is an NGO based in West Kalimantan. Allegations re NDPE violations by HPI and its subsidiaries included:

1. PT Global Kalimantan Makmur (PT GKM): indications of hotspots and burnt area during July-September 2019 inside PT GKM concession
2. PT Gemilang Sawit Kencana (PT GSK): indications of deforestation (37.91 Ha) inside PT GSK concession from 2018 to 2019
3. PT Kapuas Rimba Sejahtera (PT KRS): indications of exploitation of plasma workers and farmers
4. PT Palma Asri Sejahtera (PT PAS): indications of exploitation of plasma workers and farmers as well as community land conflict.

[GAR engaged with HPI and LinkAR Borneo \(See GAR Grievance List\)](#). HPI management provided its [official response](#). As part of our [grievance handling procedure](#) the parties agreed to have a verification visit.

## II. Objectives

1. Verify the allegations stated in the LinkAR Borneo report
2. Verify the response by HPI
3. Provide recommendations and time-bound action plan for future improvement

## III. Scope

1. Areas of PT GKM, PT GSK, PT KRS and PT PAS as mentioned in grievance by LinkAR Borneo
2. Allegations in LinkAR Borneo report and HPI's response

## IV. Method

1. Document review and spatial analysis
2. Interviews and observations
3. Other relevant methods

## V. Equipment

1. GPS
2. Audio Recorder
3. Computer
4. Projector
5. Other relevant equipments

## VI. Period, Location and Team

Site visit was conducted from 17-20 February 2020 at PT GKM, PT GSK, PT KRS and PT PAS sites by GAR's team comprising Irpan Kadir (Social Lead) and Ansari (Traceability Lead).

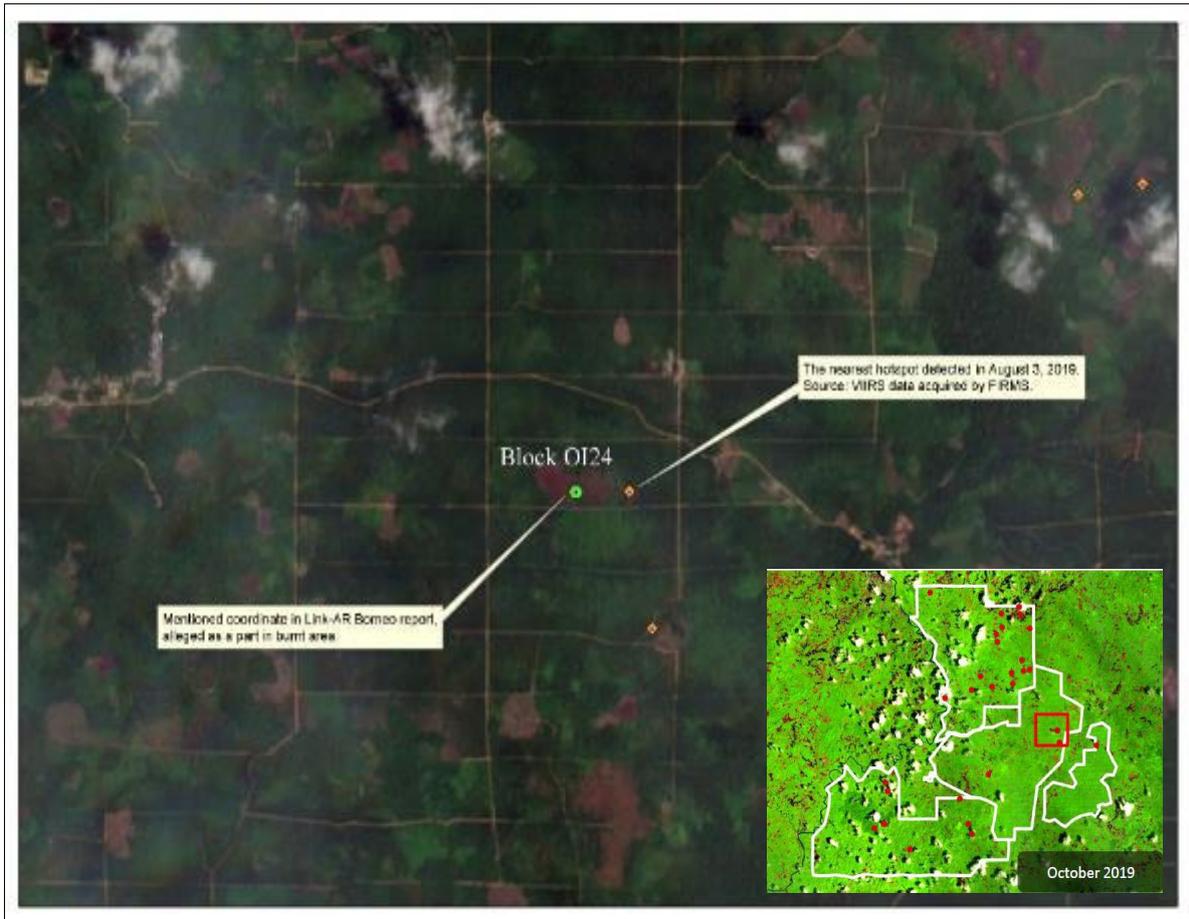
## VII. Verification Result

### Allegations Land Clearing/Burning

No	Allegation from LB	HPI Agro Clarification	GAR Verification	Recommended Action Plan
1	a. There were 30 hotspots (> 50% confidence) during July to September 2019 in PT. GKM's HGU (Cultivation Rights) area	a. PT. GKM is committed to Zero Burning Policy, as one of its NDPE Policy commitments, and does not use fire in land preparation for new plantings, re-plantings or any other development	<p>Statements from HPI verified. GAR Team also checked:</p> <p>a. Hotspots as mentioned by LinkAr Borneo. Using the same time range and source of hotspots data as mentioned by <a href="#">Link-AR Borneo</a>, we were unable to determine the 30 hotspots.</p> <p>Using <a href="#">Modis and VIRS data</a> we were only able to determine one hotspot on August 3, 2019 located about 284 meters to the east of the coordinates. This hotspot was only marked as "nominal confidence" and cannot be conclusively taken to mean a fire. (<b>See Picture 1</b>).</p> <p>The team also checked HPI Agro Zero Burning Statements and daily email blasts on hotspot monitoring from July-September 2019 by GKM Management. GAR Team used the Triangulation Method including interviews, checking fire monitoring documents, satellite analysis and ground checks and determined there were no fire threads.</p>	<p>For (a) and (b): <b>Due: ASAP</b></p> <p>HPI to consistently conduct environmental monitoring, fire prevention and fire mitigation programmes including:</p> <ol style="list-style-type: none"> <li>Continuing regular socialisations/ trainings on no burning policy when opening land</li> <li>Conducting daily fire hotspot monitoring</li> <li>Collaborating with Manggala Agni (Local Fire Team) in carrying out fire prevention and mitigation training for employees and local communities</li> <li>Working with the police and army to conduct fire patrols</li> <li>Socialisations/ campaigns on fire hazards, fire prevention and mitigation amongst local communities</li> <li>HPI Agro should formally publish its NDPE Policy</li> </ol>

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	<p>b. Large burnt area also detected in October 2019 at location/ coordinate 0°45'14.23"N, 110°31'39.44" E</p>	<p>b. There is a big discrepancy between data used by Link-AR report concerning fire hotspots in October 2019, and data used for our daily fire hotspot monitoring throughout October 2019 (as stated in LAPAN website &amp; SIPONGI website) which indicated there was no hotspot in the area as stated by Link-AR Borneo.</p>	<p><b>b.</b> We have assumed that the zone identified by Link-AR Borneo as a large burnt area, was determined through Sentinel-2 satellite data acquisition on October 14, 2019. We visited the location at Block OI24 of Kebun Sekayam Makmur in PT GKM. This location has a lower ground level than other parts of the block and estate staff informed us that it is usually flooded in the rainy season. It was and during the time of the satellite data. We therefore believe that the area is a submerged area, rather than a burnt area. Furthermore, we did not</p>	
2	<p>a. PT. GSK carried out deforestation throughout 2018 and 2019 covering an area of 37.91 Ha, located at 0°11'24.41"N, 109°40'31.64"E.</p>	<p>a. The area was opened by land clearing contractor in September 2018. PT GSK had a contract with the contractor at the time the NDPE policy was adopted. Breach or cancellation of the contract would have resulted in legal action against PT. GSK. The areas were allocated and approved for plasma</p>	<p>Statements from HPI were verified. GAR Team also did the following:  a. Arranged a meeting with the Head of the Plasma Coop, Produksi Mitra Bersama and village leaders at the PT GSK site office. Every month the coop members receive a share of profits from plasma plantations, but the amount per member has been declining as the planted land area remained the same while members increased. The Coop Head therefore</p>	<p><b>Due: ASAP</b></p> <p>a. Uphold its commitment to moratorium: HPI to perform regular land clearing monitoring for all its concessions for early detection of unintentional/ illegal land clearing.</p> <p>b. HPI to remind all operation units about the moratorium</p>

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		<p>development by the estate manager following intense pressure (verbally and in writing) from the local community via the farmers' coop from January 2019 to May 2019. This was carried out without Head Office knowledge and approval.</p>	<p>submitted two letters to PT GSK Manager, demanding the immediate increase of planted plasma area. The 493 coop members also continued to ask the manager for the land that they had released to the company every month. The estate manager eventually gave in to their demands for more plasma land. <b>(See Picture 4 &amp; 5)</b>.</p> <p>b. Visited the location and found that the areas had been opened between 2018 to 2019 <b>(See Picture 6 &amp; 7)</b>. Meanwhile the Head Office confirmed that the clearing activities had been carried out without its knowledge and approval.</p>	<p>via internal memo</p> <p>GAR recommendation: If HPI Agro gets requests from third parties such as Farmers Coop, HPI Agro should appoint Licensed Consultant to conduct HCV/HCS study before developing area and/or move to alternative area if area is to be protected.</p>



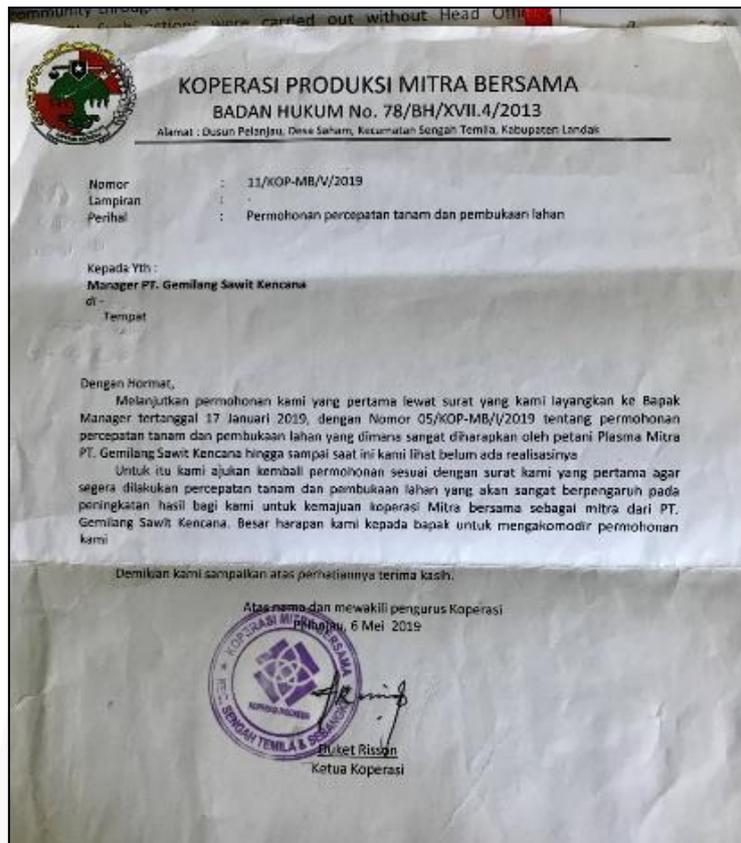
**Picture 1. Data verification of suspected burnt area at Block OI24 in PT GKM**



**Picture 2 & 3. GAR field observations shows that there were no indications of burning in Block OI24 of PT GKM**



Picture 4. GAR team holding a meeting with Head of Coop and village leaders in PT GSK



Picture 5. Second letter submitted by the Coop demanding more plasma area



**Picture 6 & 7. The areas that were cleared to fulfill Coop demands for plasma without approval from HPI Head Office**

### **Allegations of Labour/Social Conflict**

To verify the allegations of labour, plasma and land dispute, the GAR team visited PT PAS. The team interviewed six workers comprising five harvesters and one harvest clerk. The workers came from the villages of Anik Dingir and Sungai Lubang. Two of them live in the PT PAS area and the rest live in the villages.

PT PAS obtained ISPO certification in 2019, from the TuV Nord certification body, and in 2020 is scheduled for surveillance. Meanwhile, PT KRS has passed ISPO stage II and is waiting for a decision from the ISPO commission. Aspects of labour, plasma and conflict have been audited and verified by ISPO auditors (ISPO Certification Body). As evidence, the GAR Team checked and verified the ISPO Certificate of PT PAS and took a screenshot of the cover of PT KRS ISPO Stage II Report.

No.	Allegation from LB	HPI Agro Clarification	GAR Verification	Recommended Action Plan
3.	a. All maintenance workers are classified as day workers. Some harvesters have become permanent workers but there are still many casual workers	Harvesting and maintenance workers are prioritised for promotion as permanent workers. But some workers declined as they preferred the flexible working hours as day workers which allows them to manage their personal farms and/or fields.	Statement from HPI verified. Based on the PT PAS workers list, the maintenance workers status is casual worker (Karyawan Harian Lepas/KHL). There are also harvesters with KHL status, but based on management's explanation, harvesters are prioritised to become SKU (permanent worker). Some KHL workers have other employment for eg., on their own farm. The situation is in line with Decree of Manpower and Transmigration No. 100 of 2004 Chapter V article 10 which set the provisions regarding Casual Worker Agreement (Perjanjian Harian Lepas). HPI Agro also follows Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI) decision about worker types in the plantation (Manpower and Transmigration No. 100 of 2004).	
	b. The number of working days for care workers in one month is only 10 days	Most of our workers are from local communities and currently the supply of plantation workers exceeds our demand. Based on that, plus taking into account the flexibility of working hours as explained above, the workers agreed to the distribution/sharing	Statement from HPI verified. The company is committed to provide employment opportunities for residents who give up land to develop oil palm plantations.  At present available workers outstrip demand. Thus in order to accommodate them all, each worker is working less than	<b>Due: By July 2020</b>  HPI to provide GAR with: a. Analysis and calculation of normal work norms and proportion of labour for the current hectare.

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		<p>out of working days amongst themselves so that all available workers get some work.</p>	<p>the normal amount of working days. Based on an interview with the village head, we also confirmed that the local community prefers flexi time as they have other employment.</p>	<p>b. Evidence of dissemination to the workers regarding ratio between workers and area, to prevent misunderstanding between workers and management.</p>
	<p>c. Wages for maintenance workers had changed from Rp90,000 to Rp50,000</p>	<p>Company gives proof of wage payment in line with Article 17 (2) of Government regulation no. 78 of 2015 concerning wages ("PP 78/2015"). Considering that some workers are illiterate, the Company provides the salary recapitulation book/documents maintained by estate management. Workers can freely check and verify their daily working hours on pay day. They have to acknowledge and sign the document immediately after they receive their salary. To date, no complaints have been received from workers on this issue. The company will provide payment slips upon employee's request.</p>	<p>HPI's statement verified. The company has complied with Government Regulation No. 78 of 2015 (Peraturan Pemerintah No. 78 Tahun 2015). The team checked the workers payment list (amprah gaji), and verified compliance with government regulation. There was no salary deduction/ reduction for maintenance workers. Wages were in line with Indonesian Sustainable Palm Oil/ISPO (Regulation of Agriculture Minister) No. 11 of 2015, Principle and Criteria 5.2.1, whereby the Company must follow prevailing minimum wages set by the government.</p>	

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	d. The company does not provide training on Occupational Health and Safety (OHS/K3) for all workers according to the types of job	Training and directions related to work (including safety induction) are given to every new worker. This is repeatedly reinforced in morning musters and during field visits and supervision by estate assistant or estate manager.	<p>HPI's statement verified. Based on employees' statements there is OHS dissemination and training. The company also provides training for workers with special jobs, such as sprayers. GAR team obtained proof of training certificates for sprayers (<b>see Picture 8</b>). In addition, the company also gives instructions on the use of PPE before work commences.</p> <p>In PT PAS and PT KRS, there is a an OHS Committee (P2K3) and an OHS expert responsible for OHS management must report regularly to the Manpower Office. HPI Agro has received ISPO certificate. This means all OHS requirements had been complied with according to Regulation of Agriculture Minister No. 11 of 2015, see Indicator 4.1 (<i>Sistem Manajemen Keselamatan dan Kesehatan Kerja/SMK3, Pengelola perkebunan wajib menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja</i>).</p>	
	e. Personal protective equipment (PPE) and work equipment (APD)	Regarding PPE: - PPEs are distributed to all workers in accordance with their type of work	Company's statement verified. PPE provided for harvesters include: helmets, gloves, boots, goggles, <i>egrek</i> gloves and <i>dodos</i> gloves. The distribution of new PPE usually	

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	<p>provided by the company are only renewed/replaced once a year and through a slow process. This has led to workers having to buy their own PPE and APK without reimbursement from the company.</p>	<ul style="list-style-type: none"> <li>- The companies regularly remind all workers to use their PPE while working, (including during morning musters (apel pagi) and through putting up PPE banners/notices in some plantation areas</li> <li>- Employees who violate PPE rules will be sanctioned in writing. Heavier penalties are imposed if the violation is repeated.</li> <li>- According to the company's procedures, all types of PPE have a "life time", and if PPE is broken or lost before scheduled replacement (for eg. because of lack of maintenance), the replacement will be given, but the cost for such replacement shall be deducted from their salary</li> <li>- Training and safety induction courses are given to every new worker. This is reinforced repeatedly in morning musters and during field visits or supervision done by estate assistant or estate manager</li> </ul>	<p>takes place every December. But the equipment/PPE which is in good condition continues to be used until it's deemed damaged. The damaged PPE is used as proof for exchange. Assistants and supervisors will ensure that all employees are using PPE, otherwise, the employees will be sanctioned. HPI Agro follows the Regulation of Agriculture Minister No. 11 of 2015 (ISPO), (see Indicator 4.1.)</p> <p>The team also checked the pictures taken by LinkAR-Borneo, especially the picture of Sprayer Workers Condition in PT KRS (Page 5) and Picture of Harvester Condition in PT PAS (Page 7), however both management and employees (PT KRS and PT PAS) stated they did not recognise the workers in the photos.</p>	

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		<p>- PT PAS has obtained ISPO certification, while PT KRS has passed the second stage of ISPO Audit, which indicates the companies have met the health and safety standard requirement</p>		
	<p>f. The company does not provide BPJS (Health and Employment Insurance) for casual day labourers</p>	<p>All plantation workers of PT KRS and PT PAS have been registered for Employment BPJS. The companies have also registered some of its plantation workers for Health BPJS. Such registration is conducted in accordance with the prevailing regulations including Decree of the Manpower Minister No. KEP- 150/MEN1999. ("Kepmenaker 150/1999"). Registration is conducted in stages as:</p> <ul style="list-style-type: none"> <li>- some employees are unwilling to be registered for Health BPJS by the Company because they have been registered as PBI (Non-Contributory Health Insurance), and/or they do not want to pay their contribution (1% of their salary</li> </ul>	<p>Statement from HPI verified. Employees are registered for Health BPJS, except employees who have received Health BPJS through official aid (Penerima Bantuan Iuran) from the village where they live. All the employees have been registered for Employment BPJS (<b>See Picture 9</b>), for both permanent and KHL/casual workers. Some employees have not received a physical BPJS card because of printing problems/delays at the BPJS office. After checking employee salaries (amprah gaji), we found no deductions for BPJS were made by the company.</p>	<p><b>Due: June 2020</b></p> <p>a. HPI (PT KRS/PAS) to specify the benefits and deductions in workers payment slips</p> <p><b>Due : August 2020</b></p> <p>b. HPI (PT KRS/PAS) to record/document statements by workers who do not want to register for BPJS.</p>

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		<p>per month)</p> <ul style="list-style-type: none"> <li>- the companies will register employees that meet the criteria stipulated in article 9 (2) of Kepmenaker 150/1999 (such as possession of a valid ID card).</li> </ul> <p>In addition, the companies have provided a clinic on site to treat workers free of charge.</p>		
	<p>g. The company does not provide balanced nutrition (including clean water, a source of carbohydrates, a source of fibre, a source of protein) for its workers.</p>	<p>A pilot project by PT GSK and Tanjung Pura University (Untan) is underway for drinking water treatment.</p> <p>There is also a rice allowance (in natura) for workers.</p>	<p>Statement from HPI verified. Clean water provided by the company is only for the purpose of Washing, Sanitation and Hygiene (WASH). For drinking water needs, employees buy bottled water.</p> <p>At PT GSK there is a water treatment plan for drinking water supply. At present the study is being carried out by Universitas Tanjungpura. If successful, the programme will be launched at other companies under HPI Agro.</p> <p>At PT PAS, the company also facilitates employees who want to learn how to grow vegetables to supplement their diet. They have built a demonstration plot location called Rumah Daun, but so far only a few employees have applied to join the project.</p>	<p><b>Due: Periodically/Regularly from June 2020</b></p> <p>The company to conduct regular clean water quality tests by a technically competent laboratory.</p>
	<p>h. The company does not do regular</p>	<p>Medical check ups are conducted every year by Prodia Laboratory</p>	<p>Statement from HPI verified. For workers doing jobs such as spraying and</p>	

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	health check-ups		<p>fertilising/manuring (maintenance workers), a medical checkup is held every year. The company has been cooperating with Prodia Laboratory on this. (See Picture 10). In a visit to the PT PAS clinic, GAR team found the health facility was run by 2 paramedics (midwife and nurse) and 1 doctor. Every month 30-40 people visit. Diseases / illnesses handled by clinics included ISPA, diarrhea, minor injuries and all the clinical patients were recorded (See Picture 11). Permanent workers receive medical benefits which extends to their spouse and up to 3 children. Casual workers (KHL) only receive medical benefits for themselves.</p>	
	i. The company does not provide shuttle transportation for labourers	<p>The companies formerly provided shuttle transportation for the plantation workers at the assembly point. However, many workers did not use it because they live near their working area. They prefer going directly to working area on foot or using their own transportation rather than gathering in assembly point.</p>	<p>Statement from HPI verified. Based on interview with workers at PT PAS, the transport truck is also used for school students. As for PT KRS, the assembly point is considered too far away from workers' homes. As utilisation is low the company has stopped the transport service. However the company is open to restarting the service.</p>	<p><b>Due: June 2020</b></p> <p>PT PAS to consult workers on whether to resume the transport service</p>

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	j. The company does not provide a rinse for fertiliser and spray workers when they finish their work	The companies have provided a mobile water tank along with soap to rinse and a rinse room at the estate for workers	Statement from company verified. Rinse/wash facilities are available for maintenance workers (spraying / fertilising). Based on our observation the facilities are in good condition and equipped with shower to wash PPE and storage for PPE.	
	k. There is no menstrual leave for women workers. While maternity leave is given by the company for 3 months, but wages are not paid	Female workers can take menstruation leave if menstruation is accompanied by illness. A letter from the clinic is required for menstruation leave.	Statement from company verified. In the Company Regulations (Peraturan Perusahaan) it is stated that female workers can take menstruation leave if menstruation is accompanied by illness. A letter from the clinic is required for menstruation leave. KHL female workers do not have menstruation leave benefits as they only work 10 days per month and they can be absent at any time as long as they inform the supervisor. As for maternity leave, the company does state that the benefit is only for permanent workers (SKU). As for KHL, the principle of no work no pay applies. However, the company stated that it gives priority to rehiring women employees returning to work after giving birth.	
4	Distribution of Plasma Results of PT. Palma Asri Sejahtera.	a. Socialisation and signing of Partnership Agreement were carried out with the Coop and	Statements from HPI verified. The significant difference between the plasma core schemes in the HPI Group compared to the general	

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	<p>PT PAS applies a nucleus plasma partnership scheme with a share of 70 of nucleus land and 30 of plasma land The distribution of plasma which began for the first time in 2015, was managed by the Koperasi Baguruh Jaya formed by the company. Although there is a plasma slip provided by the company, the slip does not explain in detail how much revenue and deductions are This means that there is no company transparency for plasma members. The plasma slip only explains the plasma area and total</p>	<p>also involved the local government, Dinas Perkebunan, and the company has not received any complaints</p> <p>b. Distribution of revenue/profit is facilitated/ accompanied by the Coop in accordance with a scheme agreed between the company and plasma farmers and there have been no complaints</p> <p>c. The annual meeting procedure of the Coop including meeting quorum is stipulated in their Article of Association and is a Coop matter</p>	<p>schemes in other companies is that HPI does not cooperate with banks so the plasma is not burdened with bank interest payments. The company admitted that the payment slip given to plasma members only explains revenue sharing in the actual month, without specifying investment costs and operational costs that are the responsibility of the plasma.</p> <p>The Coop/ plasma stated, if future plasma profit sharing remains low or drops further due to the fact that many areas have not yet been developed due to ongoing land tenure disputes, then according to the agreement, in the 61st month, after GRTT/land compensation, the company will start sharing revenue based on the land area given over for plasma development (see case 2 explanation). This condition applies both at PT PAS and PT KRS.</p>	

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	<p>monthly income, it does not explain in detail how much the overall income and pieces. Every month plasma income can go up and down without explanation. Plasma slip of PT PAS is similar to PT KRS But when compared to the results obtained by plasma farmers PT PAS is greater than the results obtained by plasma farmers PT KRS</p>			
5	<p>Pontianak Post (9 August 2019) The opening of plantation by PT Palma Asri Sejahtera (PAS) causes new problems. Residents from two villages have claims over the</p>	<p>a. The location of disputed land is in Dusun Andong and such land was acquired by PT PAS by paying agreed compensation to the Dusun Andong community. b. The management of PT PAS had actively engaged in some discussions and involved the Government (Kabupaten,</p>	<p>Statements from HPI verified. The GAR team interviewed three relevant stakeholders who were aware of the land conflict cases in Dusun Andong. The three are the village head of Anik Dingir, the village head of Sungai Lobang, and the Adat Councillor of Menyuke District and they made the following points: a. There is a group of people who are not</p>	

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	<p>plantation land. Landak Plantation Office also held a mediation on Wednesday (7/8). Tribun Landak (8 Agustus 2019) The opening of plantation land by PT Palma Asri Sejahtera (PAS) turned out to be a new problem in the form of mutual claim of oil palm plantation land between the two villages administratively</p> <p>This dispute between Dusun Andong and Dusun Sehe Lususur and Desa Sehe Embuluh. The claim states that the land was communal land of Dusun Sehe Lususur</p>	<p>Muspika, Dewan Adat Dayak). The mediation was held by the relevant authorities on July 24, 2019 and August 7, 2019, where it was decided that the land acquisition conducted by PT. PAS was appropriate and in accordance with regulations.</p> <p>c. After the dispute was resolved by Dinas Perkebunan and Muspika, some people from Dusun Sehe Lususur (located in north, about 7 hours' walk from the disputed land) submitted a new claim to PT PAS saying that the disputed land belongs to Dusun Sehe Lususur communities. The Head of the Region of Landak, in a meeting in September 2019, was of the view that the Company had a legal basis for conducting plantation activities and the land acquisition.</p> <p>d. Regarding the villages' boundary dispute, as stipulated in article 18 of Regulation of the Minister</p>	<p>satisfied with the current situation after observing PT PAS plasma success and the timing of the complaint and the claim after 10 years is questionable</p> <p>b. Community leaders and traditional leaders have knowledge of territorial boundaries. Likewise, there are rules in determining the rights of an individual regarding family grant land and communal land rights. So the case between Andong Hamlet residents and those who mentioned from Sehe Lususur had been resolved through the adat mechanism</p> <p>c. If there are groups / individuals who have problems in matters of land rights, they should be resolved first</p> <p>d. Three villages (S. Lobang, Muun, Sehe Lususur) who are said to have the dispute agreed on the village / hamlet boundary on August 29, 2019</p> <p>e. The opening of the seal is carried out by Dewan Adat Ngabang District, accompanied by a traditional ceremony, attended by parties from the village, except the groups who are not satisfied</p> <p>f. Since September 2019 to date there has been no new claims</p>	

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	<p>and they never surrendered this land and also did not get any benefit from PT PAS. This issue had been mediated by Dinas Perkebunan Landak, Dewan Adat Dayak Kecamatan and Bupati Landak, but it was not completed. This was followed by sealing PT PAS properties (Office, Warehouse, and Genset Room).</p>	<p>of Internal Affairs of the Republic of Indonesia No. 45 of 2016 concerning Guidelines for Determination and Confirmation of Village Boundaries, this issue shall be resolved by the regent / mayor.</p>	<p>The GAR team also checked the Minutes of the Mediation Meeting between PT PAS (HPI), Government, and Dayak Customary Council on 7 August 2019 (See Picture 12) regarding the land dispute amongst the three villages as mentioned by LB. The company does not have any authority to resolve village boundary issues or land conflicts. They must submit it to the relevant authorities</p>	



**DAFTAR HADIR**  
**PT.KAPUAS RIMBA SEJAHTERA**

AFDIKUNING : 3 dan 7 Kupa 1.  
 TANGGAL : 21 Nov 2019  
 KEGIATAN : OHS dan K3

NO	NAMA	TANDA TANGAN	
1	Kasim		
2	Ran		
3	Sekardi		
4	G. S. S.		
5	M. S.		
6	S. H. N.		
7	R. D. N.		
8	K. F. I. H.		
9	E. S. S.		
10	B. S. S.		
11	D. S. S.		
12	Dina Sungsun putra		
13	F. S. S.		
14	F. S. S.		
15	Y. S. S.		
16	P. S. S.		
17			
18			
19			
20			

**BERITA ACARA SOSIALISASI APD DAN K3**  
**PT.KAPUAS RIMBA SEJAHTERA**

Pada hari ini, Kamis, Tanggal Dua Puluh Satu Bulan November Tahun Dua Ribu Sembilan Belas (21-11-2019) telah dilakukan sosialisasi mengenai APD (Akar Pelindung Diri) dan K3 (Keselamatan Kesehatan Kerja) Karyawan. Adapun rincian kegiatan ini adalah sebagai berikut:

Tanggal : 21-11-2019  
 Kegiatan : Sosialisasi APD dan K3  
 Peserta : Karyawan AMT 3 dan 4 Rayon 1  
 Pemateri : Friska Evalina Br Ginting  
 Lokasi : Afdaling 4

Materi yang disampaikan :

- Menjelaskan apa itu APD dan jenis APD yang digunakan untuk karyawan
- Menjelaskan apa itu K3 dan hubungan APD dengan K3
- Menjelaskan apa yang dilakukan ketika terjadi kecelakaan kerja di lapangan

Foto :



**Picture 8. Certificate of training in chemical handling and register of participants at socialisation event of OHS/K3 at PT PAS**

PAS PHL

**DAFTAR PEMBAYARAN**

NO	KODE KAS	SLIP GIBAS	PERUSAHAAN	URUS	TOTAL BISA	STATUS	POWER
1	2019040001	21000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
2	2019040002	11079	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
3	2019040003	11043	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
4	2019040004	18009	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
5	2019040005	89078	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
6	2019040006	89078	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
7	2019040007	01008	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
8	2019040008	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
9	2019040009	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
10	2019040010	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
11	2019040011	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
12	2019040012	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
13	2019040013	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
14	2019040014	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
15	2019040015	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
16	2019040016	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
17	2019040017	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
18	2019040018	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
19	2019040019	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
20	2019040020	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
21	2019040021	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
22	2019040022	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
23	2019040023	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
24	2019040024	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
25	2019040025	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
26	2019040026	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
27	2019040027	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
28	2019040028	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
29	2019040029	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
30	2019040030	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
31	2019040031	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
32	2019040032	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
33	2019040033	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
34	2019040034	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
35	2019040035	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
36	2019040036	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
37	2019040037	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
38	2019040038	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
39	2019040039	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	
40	2019040040	00000	PULSA KAS SUDARSONA - KHT PHL	000	56.111.674,00	PAID	

Picture 9. List of BPJS Ketenagakerjaan payments from KHL/Casual Workers at PT PAS

**Prodia**

PT. PULSA KAS SUDARSONA - PTN (PRL)  
 J. SUDARSONA RTA WATERS SUNDARA  
 KM 10, BILU RABAH, SUMBAWA JAWA  
 818280000 - 11 12 2000  
 0213-31021180  
 1800 Care And Aid

Tempat Pemeriksaan: Halal, Baku, Bersih, Terpadu, dan Higienis

BBM  
 Ciri 1: 3,87 - 4,26 - 1,230 U  
 Ciri 2: 3,83 - 4,23

Diagnosis: 1. Infeksi saluran pernapasan bagian atas  
 2. Infeksi saluran pernapasan bagian bawah  
 3. Infeksi saluran pernapasan bagian bawah

Picture 10. Sample of Medical Report from a sprayer workers



### VIII. References

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