



SURAT KEPUTUSAN DIREKSI
DECREE OF THE BOARD OF DIRECTORS

NO : 006 /BOD_REA/ P/ II /2018, as amended September 2020

**KEBIJAKAN PERLINDUNGAN *Crocodylus siamensis* (Buaya Siam) DAN
Tomistoma schlegelii (Buaya Senyulong/ Sapit)**
POLICY FOR THE PROTECTION OF *Crocodylus siamensis* (Siamese
crocodile) AND *Tomistoma schlegelii* (Sunda gharial)

R.E.A. HOLDINGS PLC
PT REA KALTIM PLANTATIONS GROUP DAN ANAK PERUSAHAANNYA
PT REA KALTIM PLANTATIONS AND SUBSIDIARIES

References to REA and the group mean R.E.A. Holdings plc, PT REA Kaltim Plantations and all group companies.

Kebijakan ini berlaku untuk REA yang berarti meliputi R.E.A. Holdings Plc, PT REA Kaltim Plantations dan seluruh anak perusahaan.

REA is acutely aware that, without proper precautions, large scale oil palm cultivation has the potential to have significant negative environmental impacts. These could result in the deterioration of the ecosystem services on which both REA's operations and the local communities depend. Maintaining and enhancing the natural biodiversity and

REA sangat sadar bahwa tanpa tindakan pencegahan yang tepat, budidaya kelapa sawit dalam skala besar berpotensi memiliki dampak lingkungan negatif yang signifikan. Hal ini dapat mengakibatkan kerusakan pada jasa ekosistem, baik operasi REA maupun masyarakat setempat bergantung. Memelihara dan meningkatkan keanekaragaman hayati dan

ecosystem services of the landscapes in which it operates is therefore integral to the sustainability of REA's business.

In an effort to achieve this, REA has in place an Environment and biodiversity conservation policy (NO: 003 /BOD_REA/ P/ II / 2015, as amended September 2020). In addition to this policy, REA makes the following commitments:

1. The company has established a Conservation/High Conservation Value (HCV) area including Mesangat Lake as a protected reserve for *Crocodylus siamensis* (Siamese crocodile) and *Tomistoma schlegelii* (Sunda gharial) in accordance with Government Regulation No. 7/1999 on the preservation of plant and animal species.
2. In accordance with the Act of the Republic of Indonesia Number 5 of 1990 concerning the Conservation of Living Resources and their Ecosystems, all employees, staff and communities are prohibited from capturing, injuring or killing Siamese Crocodiles and Sunda gharials within the REA HGU area.
3. Any employee proven to have harmed or killed a Siamese crocodile or Sunda gharial will have their employment terminated and they will be reported to the appropriate authorities in accordance with the existing regulations.
4. The company is legally obliged to report to the appropriate authorities anyone from the

layanan ekosistem bentang alam di mana REA beroperasi karena itu akan berintegrasi dalam keberlanjutan bisnis REA .

Dalam upaya untuk mencapai ini REA membuat komitmen sebagai berikut:

1. Perusahaan telah menetapkan areal Konservasi / Nilai Konservasi Tinggi (NKT) yang masuk dalam Danau Mesangat untuk dijadikan perlindungan Buaya baik *Crocodylus siamensis* (Buaya Siam) dan *Tomistoma schlegelii* (Buaya Senyulong/Sapit) sesuai dengan Peraturan Pemerintah Republik Indonesia Nomor 7 Tahun 1999 tentang pengawetan jenis tumbuhan dan satwa.
2. Sesuai Pasal 21 Ayat (2) huruf a jo Pasal 40 ayat (2) Undang-undang Republik Indonesia Nomor 05 Tahun 1990 tentang Konservasi Sumberdaya Alam Hayati dan Ekosistemnya bahwa semua karyawan, staf dan masyarakat dilarang menangkap, melukai atau membunuh Buaya Siam dan Buaya Senyulong/Sapit di seluruh areal HGU REA.
3. Jika terdapat karyawan atau staf yang terbukti melukai atau membunuh Buaya Siam dan Buaya Senyulong/Sapit akan dikenakan sanksi Pemutusan Hubungan Kerja (PHK) tanpa syarat, dan dilaporkan kepihak berwenang.
4. Perusahaan wajib melaporkan jika terdapat masyarakat yang mengganggu, melukai

local community who disturbs, harms or kills a Siamese crocodile or Sunda gharial.

5. In the event of a Siamese crocodile or Sunda gharial being detected within company operational areas, the animal should be left undisturbed and a report of its location should be made urgently to the Estate Manager, who will immediately notify the Conservation Department (REA KON) and Yayasan Ulin of the incident so that further prompt action can be taken with regards to protecting the crocodiles.

Scope: this policy applies to the operations of any company within REA and its employees at all levels. This also includes all third party contractors operating within REA plantations, independent smallholders, local communities and all suppliers.

Implementation: the commitments outlined in this policy are implemented through regulations and various standard operating procedures for any company within REA. Senior management will review and revise this policy as necessary to meet the evolving expectations of its stakeholders and the sustainability standards to which it has committed.

PT REA Kaltim Plantations
President Director
Luke M.D. Robinow
14 September 2020

dan membunuh Buaya Siam dan Buaya Senyulong/Sapit kepada pihak berwenang.

5. Jika terdapat gangguan dari Buaya Siam dan Buaya Senyulong/Sapit di areal perusahaan agar dilakukan pengusiran tanpa harus melukai atau membunuh Buaya Siam dan Buaya Senyulong/Sapit dan segera melaporkan kepada Manager kebun agar diteruskan kepada Staf Departemen Konservasi/ Yayasan Ulin untuk ditindaklanjuti bersama.

Lingkup: kebijakan ini berlaku untuk operasi perusahaan di seluruh perusahaan dibawah REA dan karyawannya. Termasuk semua kontraktor pihak ketiga yang beroperasi di perkebunan REA, petani mandiri, masyarakat lokal dan seluruh pemasok.

Pelaksanaan: komitmen yang diuraikan dalam kebijakan ini akan dilaksanakan melalui peraturan perusahaan dan berbagai prosedur operasi standar. Manajemen senior REA akan meninjau dan merevisi kebijakan jika diperlukan untuk memenuhi harapan yang berkembang dari para pemangku kepentingan dan standar keberlanjutan yang telah dilakukan.

R.E.A. Holdings plc
Managing Director
Carol E. Gysin
14 September 2020