

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (1_1)**
- Recertification Assessment (Choose an item.)**
- Extension of Scope**

Client Company Name / Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia.
Certification Unit: FGV Palm Industries Sdn Bhd - Bukit Sagu Palm Oil Mill
Location of Certification Unit: Jalan Gugusan Felda Bukit Sagu 26050 Kuantan, Pahang, Malaysia.
Date of Final Report: 20/02/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd - Bukit Sagu Palm Oil Mill.		
Location / Address	Jalan Gugusan Felda Bukit Sagu 26050 Kuantan, Pahang, Malaysia		
Website	https://www.fgvholdings.com/home/		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27890497	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 666409	Certificate Start Date	29/12/2022
Date of First Certification	29/12/2017	Certificate Expiry Date	28/12/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	60 mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 700745	MSPO 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services Malaysia Sdn Bhd	23/03/2024
MSPO 700744	MSPO 2530-4:2013 General Principles for Palm Oil Mills		23/03/2024
MSPO SCCS-TCI-032-2020- 01	MSPO Supply Chain Certification Standard 2018	Trans Certification & Inspection Sdn. Bhd.	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Bukit Sagu Palm Oil Mill	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 58' 1" N	103° 8' 51" E
FGVPM Bukit Sagu 04 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 0' 46" N	103° 9' 17" E
FGVPM Bukit Sagu 06 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	4° 2' 46" N	103° 6' 36" E
FGVPM Bukit Sagu 07 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 59' 29" N	103° 6' 1" E
FGVPM Bukit Sagu 08 Estate	Jalan Gugusan Felda Bukit Sagu, 26050 Kuantan, Pahang, Malaysia	3° 57' 39" N	103° 11' 21" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Bukit Sagu 04 Estate	2,799.40	-	607.10	3,406.50	82.18
FGVPM Bukit Sagu 06 Estate	1,497.84	10.00	258.60	1,766.44	84.79
FGVPM Bukit Sagu 07 Estate	1,830.32	-	374.42	2,204.74	83.02
FGVPM Bukit Sagu 08 Estate	1,830.72	2.60	399.96	2,233.28	81.97
Total	7,958.28	12.60	1,640.08	9,610.96	82.80

Note: *hectareage adjustment due to re-survey conducted by FGVPM's Land Management Unit (LMU). The outcome of the resurvey did not impact the total certified area. Although it is seen that there is an increase of FGVPM Bukit Sagu 04 Estate's total area, but

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there is also a decrease of FGVPM Bukit Sagu 06 Estate’s total area since the two estates are located next to each other and share their boundaries.

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Bukit Sagu 04 Estate	302.77	2,288.56	208.07	-	2,496.63	302.77
FGVPM Bukit Sagu 06 Estate	-	1,497.84	-	-	1,497.84	-
FGVPM Bukit Sagu 07 Estate	764.44	1,065.88	-	-	1,065.88	764.44
FGVPM Bukit Sagu 08 Estate	175.05	-	1,655.67	-	1,655.67	175.05
Total (ha)	1,242.26	4,852.28	1,863.74	-	6,716.02	1,242.26

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2022 - Nov 2023)	Actual (Jan 2023 – Aug 2023)		Forecast (Dec 2023 - Nov 2024)
		Previous license period (covered in previous report)	Current license period (Jan 2023 - Aug 2023)	
FGVPM Bukit Sagu 04 Estate	59,919.12	-	17,397.09	44,781.00
FGVPM Bukit Sagu 06 Estate	27,355.20	-	9,302.59	24,087.00
FGVPM Bukit Sagu 07 Estate	16,957.92	-	4,516.42	15,007.00
FGVPM Bukit Sagu 08 Estate	39,736.08	-	11,846.03	33,796.00
Total	143,968.32	43,062.13		117,671.00

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2022 - Nov 2023)	Actual (Jan 2023 – Aug 2023)		Forecast (Dec 2023 - Nov 2024)
		Previous license period (covered in previous report)	Current license period (Jan 2023 - Aug 2023)	
N/A		N/A	N/A	
Total				

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Dec 2022 - Nov 2023)	Actual (Jan 2023 – Aug 2023)		Forecast (Dec 2023 - Nov 2024)
		Previous license period (covered in previous report)	Current license period (Jan 2023 - Aug 2023)	
External FFB Supplier	-	-	57,982.11	-
Total	-		57,982.11	-

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit (Jan 2023 - Aug 2023)				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Jan-23	5,315.37	7,420.46	12,735.83
2	Feb-23	5,457.11	6,708.27	12,165.38
3	Mar-23	5,040.22	6,723.08	11,763.30
4	Apr-23	3,819.07	5,308.61	9,127.68
5	May-23	4,945.05	6,842.79	11,787.84
6	Jun-23	4,413.59	6,546.78	10,960.37
7	Jul-23	6,539.07	8,828.58	15,367.65
8	Aug-23	7,532.65	9,603.54	17,136.19
	TOTAL	43,062.13	57,982.11	101,044.24

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Dec 2022 - Nov 2023)	Actual (Jan 2023 – Aug 2023)		Forecast (Dec 2023 - Nov 2024)
	Previous license period (covered in previous report)	Current license period (Jan 2023 - Aug 2023)	
FFB	FFB		FFB
143,968.32 mt	-	43,062.13 mt	117,671.00 mt
	TOTAL	43,062.13 mt	
CPO (OER: 20.75 %)	CPO (OER: 19.67 %)		CPO (OER: 20.40 %)
29,873.42 mt	-	8,469.15 mt	24,004.90 mt
	TOTAL	8,469.15 mt	
PK (KER: 5.00 %)	PK (KER: 4.93 %)		PK (KER: 5.10 %)
7,198.42 mt	-	2,123.70 mt	6,001.22 mt
	TOTAL	2,123.70 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Jan-23	1,071.07	270.25
2	Feb-23	1,066.76	285.06
3	Mar-23	830.42	219.67
4	Apr-23	644.06	166.17
5	May-23	1,038.21	267.08
6	Jun-23	790.34	203.22
7	Jul-23	1,392.12	334.68
8	Aug-23	1,636.17	377.57
	TOTAL	8,469.15	2,123.70

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11. Summary of Actual Volume sold					
Current License period (Jan 2023 - Aug 2023)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	-	-	-	2,459.64	2,459.64
PK (MT)	1,968.36	-	-	100.28	2,068.64
Credits	4,480.00	-	-	-	4,480.00
Previous License period (Not Applicable)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (Jan 2023 - Aug 2023)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	FGV Kernel Products Sdn. Bhd.	TR-babee812-9446	-	307.82
2	FGV Kernel Products Sdn. Bhd.	TR-f05e9bdd-7783	-	382.88
3	FGV Kernel Products Sdn. Bhd.	TR-0c930138-634e	-	86.91
4	FGV Kernel Products Sdn. Bhd.	TR-6596ec0c-25a0	-	278.50
5	FGV Kernel Products Sdn. Bhd.	TR-837644ae-4c62	-	129.17
6	FGV Kernel Products Sdn. Bhd.	TR-c3c640b2-9960	-	281.23
7	FGV Kernel Products Sdn. Bhd.	TR-ee26fc9c-32d7	-	7.31
8	FGV Kernel Products Sdn. Bhd.	TR-4c7e382b-7982	-	267.95
9	FGV Kernel Products Sdn. Bhd.	TR-595ba4ba-7a7e	-	226.59
TOTAL			-	1,968.36

11B. Records of certified CPO & PK Sold under other schemes since the last audit (if any)				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Not Applicable			
TOTAL				

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11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	xxxx	2,459.64	-
2	xxxx	-	100.28
TOTAL		2,459.64	100.28

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (Jan 2023 - Aug 2023)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	xxxx	15365-156449	500.00
2	xxxx	15365-158556	500.00
3	xxxx	15365-162397	80.00
4	xxxx	15365-163289	210.00
5	xxxx	15365-163355	60.00
6	xxxx	15365-165585	161.00
7	xxxx	15365-165591	129.00
8	xxxx	15365-166012	280.00
9	xxxx	15365-166812	330.00
10	xxxx	15365-167464	420.00
11	xxxx	15365-169299	187.00
12	xxxx	15365-169629	1.00
13	xxxx	15365-169707	322.00
14	xxxx	15365-171156	290.00
15	xxxx	15365-171848	1,010.00
TOTAL			4,480.00

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year			Actual			Forecast		
	Eligibility	MS A	MS B	Eligibility	MS A	MS B	Eligibility	MS A	MS B
	40%	70%	100%	40%	70%	100%	40%	70%	100%
FFB									
IS-CSPO									
IS-CSPKO									

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IS-CSPKE								
CSPK								

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
TOTAL						

Note: 1 mt = 1 credit

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period							
Credits							
Physical							
Previous License period							
Credits							
Physical							

13A. Records of Certified FFB, CPO, PK & PKE (including credits) sold since the last audit							
No.	Buyers Name	PalmTrace Trading License Number	FFB Sold (MT)	Certified CPO Sold (MT/credit)	Certified PK Sold (MT/credit)	Certified PKO Sold (MT/credit)	Certified PKE Sold (MT/credit)
TOTAL							

Note:

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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BSI is a leading global provider of management systems assessment and certification, with more than 92,000 certified locations and clients in over 193 countries. BSI is the UK's National Standards Body. BSI provides independent, third-party certification of management systems. BSI is ASI Accredited (ASI-ACC-067) to conduct RSPO assessment since 31/10/2014 with accredited office located at Kuala Lumpur, Malaysia.

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **11/09/2023 – 15/09/2023**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the mill and supply base as an RSPO Certification Unit. A range of occupational health and safety, environmental, best practice management, and social factors were covered. This includes consideration of topography, palm age, proximity to areas with HCVs, declared conservation areas, local communities engagement and workers welfare and safety.

The Critical NC close out on-site assessment was conducted on **11/12/2023**. The audit programs are included in Section 2.3.

The methodology for collection of objective evidence included physical site inspections, observation of tasks and processes, interviews of staff, workers and their families and external stakeholders, review of documentation and monitoring data. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula $N = (\sqrt{y}) \times (z)$ where y is the number of estates and where z is the multiplier defined by risk assessment. While, the sampling of smallholders were based on the formula $(\sqrt{y}) \times (z)$; where y is total number of group member and where z is the multiplier defined by the risk assessment. The sampled smallholder listed in Appendix E.

Meetings were held with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as Section 3.4.

The non-conformities for this audit are detailed in Section 3.3 and unless it is stated in this section, all previous nonconformities including minor nonconformities are remains closed.

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This report is structured to provide a summary of assessment finding as provided in Appendix A. The assessment was conducted based on risk based approach sampling and therefore nonconformities may exist.

For Initial, Re-certification and Extension of Scope assessment, the report was externally reviewed by approved external peer reviewer prior to certification decision by BSI.

For Annual surveillance assessment, the report was internally reviewed and approved by BSI qualified certification reviewer.

The following table would be used to identify the locations to be audited each year in the 5-year cycle

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
Bukit Sagu Palm Oil Mill	√	√	√	√	√
Bukit Sagu 04 Estate	√	√	√	√	√
Bukit Sagu 06 Estate	√	√	√	√	√
Bukit Sagu 07 Estate	√	√	√	√	√
Bukit Sagu 08 Estate	√	√	√	√	√

Tentative Date of Next Visit: September 23, 2024 - September 27, 2024

Total Number of Mandays: 15 Mandays

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2.2 BSI Assessment Team

Name	Role	Competency
Valence Shem (VSH)	Team Leader	<p>Education: Holds a Bachelor Degree of Technology BTech (Hons.) Industrial Technology, University of Science Malaysia.</p> <p>Work Experience: He has more than 20 years of working experience with 9 years in oil palm plantation industry and 13 years in management system auditing since 2009 for various standards such as ISO 14001, RSPO P&C, RSPO SCCS, MSPO and SMETA.</p> <p>Training attended: Completed ISO 14001 Lead Auditor Course, ISO 9001 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Assessor Course, MSPO Awareness Training, ISO 45001 Lead Auditor Course, SMETA Auditor training, HCV-HCS training and RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English</p> <p>Aspect covered in this audit: Estate & mill best practice, legal requirements, HIRARC, OHS, continual improvement, Supply Chain, and RSPO Rules on Market Communications and Claim.</p>
Mohd Razaleigh Mohamad (MRM)	Team Member	<p>Education: Holds a Bachelor Degree Bachelor in (Scs.) Plantation Management and Agrotechnology from Universiti Teknologi Mara (UiTM) in 2012.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as Senior Assistant Manager with Tradewinds Plantation Berhad from 2012 until 2017 and has been doing audit for RSPO P&C, MSPO, Global G.A.P and Organic since 2017 until now.</p> <p>Training attended: Successfully completed ISO 9001:2015 (2020), ISO 14001:2015 (2017), ISO 45001:2018 (2021), Endorsed RSPO P&C Lead Auditor Course (2018), Endorsed MSPO P&C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS), (2022).</p> <p>Language proficiency: He is fluent in Bahasa Malaysia and English languages.</p> <p>Aspect covered in this audit: Policy and commitment, social requirements, contract agreement, human rights, workers' welfare, smallholder welfare, Stakeholder Consultation, Legal Requirements, and land & Legal issue.</p>

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<p>Ahmad Ruffi Bin Abu Talib Khan (ARF)</p>	<p>Team Member</p>	<p>Education: Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015.</p> <p>Work Experience: He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years’ experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). He is a qualified Lead Auditor for MS 2530:2013 and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering all over Malaysia.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English</p> <p>Aspect covered in this audit: Smallholders’ inclusion, legal requirements, environment, wastes management, GHG, HCV, Supply Chain, and RSPO Rules on Market Communications and Claim.</p>
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Accompanying Persons:

Name	Role
Mohd Isa bin Hasim	Observer

2.3 Assessment Plan

The Assessment plan was sent to the client prior to the assessment.

Date	Time	Subjects	VSH	MRM	ARF
Monday 11/09/2023	0830-0900	Opening meeting: <ul style="list-style-type: none"> Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation) 	✓	✓	✓
	0900-1300	Bukit Sagu 04 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc.	✓	✓	✓
	1300-1400	Lunch break			
	1400-1630	Bukit Sagu 04 Estate Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓
Tuesday 12/09/2023	0900-1300	Bukit Sagu POM Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.	✓	✓	✓
	1000-1200	Stakeholder consultation Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g., neighbouring estates, smallholders, villages, workers representative, etc.), etc.		✓	
	1300-1400	Lunch break			
	1400-1630	Bukit Sagu POM Document Review P1 – P7: SOPs, Supply chain, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation, etc.	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓

Date	Time	Subjects	VSH	MRM	ARF
Wednesday 13/09/2023	0900-1300	Bukit Sagu 07 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc.	✓	✓	✓
	1300-1400	Lunch break			
	1400-1630	Bukit Sagu 07 Estate Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓
Thursday 14/09/2023	0900-1300	Bukit Sagu 06 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc.	✓	✓	✓
	1300-1400	Lunch break			
	1400-1630	Bukit Sagu 06 Estate Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).	✓	✓	✓
	1630-1700	Interim closing briefing	✓	✓	✓
Friday 15/09/2023	0900-1230	Bukit Sagu 08 Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, etc.	✓	✓	✓
	1230-1430	Lunch break and Friday prayer			
	1430-1600	Bukit Sagu 08 Estate Document review P1 – P7: (General Documentation e.g., Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records,	✓	✓	✓

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Date	Time	Subjects	VSH	MRM	ARF
		OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.).			
	1600-1700	Audit team discussion & preparation for closing meeting	✓	✓	✓
	1700-1800	Closing meeting	✓	✓	✓

NCR closing visit plan

Date	Time	Subjects	VSH
Monday 11/12/2023	0830-1300	Opening Meeting	✓
		<p><u>Bukit Sagu POM</u> Verification of effective implementation of correction and corrective action for:</p> <ol style="list-style-type: none"> 1) NCR #2389100-202309-M1 including interview with some collection centres via phone call. 2) NCR #2389100-202309-M2 – document review 	
		<p><u>Bukit Sagu 04 Estate</u> Verification of effective implementation of correction and corrective action for:</p> <ol style="list-style-type: none"> 1) NCR #2389100-202309-M2 including site visit at manuring, harvesting operation and fertiliser store construction. 	
		<p><u>Bukit Sagu 06 Estate</u> Verification of effective implementation of correction and corrective action for:</p> <ol style="list-style-type: none"> 1) NCR #2389100-202309-M2 including site visit at grass cutting operation. 2) NCR #2389100-202309-M3 including site visit at workers housing. 	
		<p><u>Bukit Sagu 07 Estate</u> Verification of effective implementation of correction and corrective action for:</p> <ol style="list-style-type: none"> 1) NCR #2389100-202309-M2 – document review 2) NCR #2389100-202309-M3 including site visit at workers housing. 	
		<p><u>Bukit Sagu 08 Estate</u> Verification of effective implementation of correction and corrective action for:</p> <ol style="list-style-type: none"> 1) NCR #2389100-202309-M2 – document review 	
		Closing Meeting	

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated April 2021 shows that the plan spans from year 2017 until 2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. 	Complied

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	<p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully lifted.</p>	
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	<p>No new acquisitions were recorded or in planning.</p>	<p>Complied</p>
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully lifted.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ol style="list-style-type: none"> 1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition. 	<p>Complied</p>

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	2. Mills and estates rationalization exercises effective June 2021.	
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Slight changes to the time-bound plan since the last audit i.e. stretched to 2023 due to RSPO complaint panel on suspension of FGV. Moreover, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVPM estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There are no lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There are no fundamental failure in implementation of the plan.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat. The case had been closed and the status was published in RSPO website https://rspo.my.site.com/Complaint/s/case/50090000028ErzMAAS/detail	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVPM Tembangau 05, Ladang FGVPM Chegar Perah 02, Ladang FGVPM Selendang 03 and Ladang FGVPM Bukit Sagu 08 status HCVRN closed referred HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate, Malaysia HCV Network . This area proceed with land clearing. Did not go NPP as this is certified area.	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5,	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker.	Complied

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<p>4.6, 4.7 and 4.8.</p>	<p>FGVPM Tenggaroh 12 and FGVPM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are</p>	<p>Complied</p>

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	<p>covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV’s operations and the large number of its mills and plantations, the socialization programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>Further to the action plans, RSPO CP has also carried out verification audits through its appointed Certification Bodies to assess the implementation and the effectiveness of the action plans. On the latest development of the verification audit by RSPO COP, another round of assessment being conducted by an independent certification bodies (CB) appointed by RSPO to assess and verify the implementation of the action plan at six FGV units. The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p>	
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	<p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</p> <p>In 2023, out of 37 uncertified CUs, one of them (Nilam Permata – 31/12/2022) had ceased operation. Left 36 CUs – IA had been conducted for 30 CUs</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits.</p> <p>These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project.</p> <p>Evidence are available through internal audit reports.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA).</p>	<p>Complied</p>

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	Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	
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3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>FGVPISB Bukit Sagu POM received FFB from smallholders and independent out-grower. No scheme smallholder under FGVPISB Bukit Sagu POM.</p>	<p>Not Applicable</p>

Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
								Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selancar B</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	3,565.72	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	1,704.53	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	2,960.36	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	1810.32	Certified	2017	2017	2022	No			

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<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Berabong 02 (LADANG RASIONALISASI)	1290.91	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM Selendang 03	2,204.34	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 04	2,251.52	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 05	1,804.06	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVP Bukit Sagu</i>		Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 04	3406.50	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 06	1766.44	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 07	2204.74	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 08	2233.28	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVP Keratong 9</i>		Certified	2017	2017	2022				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVP Bera Selatan 05	2785.60	Certified	2017	2017	2022	No			

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<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	2281.30	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	1281.20	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	1,634.94	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	1879.22	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	381.85	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	1819.02	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	2,259.90	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	2,445.33	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	2,825.19	Certified	2017	2017	2022	No			

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<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	1,722.46	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	1,622.39	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	1,497.24	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	1794.53	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	1,545.17	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>		Certified	2017	2017	2022				
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	2,957.22	Certified	2017	2017	2022	No			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	2,625.08	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>		Certified	2017	2017	2022				
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	2,770.48	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	2,334.95	Certified	2017	2017	2022	No			

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<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPi Krau</i>		Certified	2017	2017	2022				
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVPi Krau 02	2252.13	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	2,828.01	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	2,186.14	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPi Lepar Hilir</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	2,889.54	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	2,646.97	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	2,317.04	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	1,412.79	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPi Triang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPi Triang 2	1682.62	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPi Triang 4	2371.09	Certified	2017	2017	2022	No			

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<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 1	1695.87	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	1641.91	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 01	2027.46	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	1279.82	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 04	1880.15	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New	

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										Certification by RSPO CP	
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>		Certified	2017	2017	2022				
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Telang 01	2258.75	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	2613.66	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	2076.09	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	2532.78	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	2756.97	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	2937.49	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	2385.21	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	2689.42	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	2680.58	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	2934.70	Certified	2017	2017	2022	No			

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	572.80	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>		Certified	2017	2017	2022				
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	2,486.83	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	2,028.31	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	2,760.89	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>		Certified	2017	2017	2022				
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	2383.19	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	2910.47	Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>		Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	2772.19	Certified	2017	2017	2022	No			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>		Certified	2017	2017	2022				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	1465.45	Certified	2017	2017	2022	No			

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<i>Kompleks Chini 3</i>	Malaysia	Ladang FGVPM Terapai 01	2169.07	Certified	2017	2017	2022	No			
<i>Kompleks Chiku</i>	Malaysia	<i>Kilang Sawit FGVPI Chiku</i>		Certified	2018	2018	2022				
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 04	2144.70	Certified	2018	2018	2022	No			
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 08	1931.57	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 2</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 2</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 2</i>	Malaysia	Ladang FGVPM Bera Selatan 03	2766.42	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 3</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 3</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 3</i>	Malaysia	Ladang FGVPM Keratong 11	1196.40	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	<i>Kilang Sawit FGVPI Kerteh</i>		Certified	2018	2018	2022				
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVPM Semaring 01	1246.47	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVAS Kerteh	111.95	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	<i>Kilang Sawit FGVPI Kota Gelanggi</i>		Certified	2018	2018	2022				
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS PPTR	2379.69	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS Kota Gelanggi 5	1382.79	Certified	2018	2018	2022	No			

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Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	1440.02	Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	894.79	Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai		Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	55.91	Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir		Certified	2018	2018	2022	No			

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Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	1877.33	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	2178.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	2460.34	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	1754.00	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	1286.11	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	1948.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	306.39	Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang		Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh		Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	1927.64	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 13	1643.63	Certified	2018	2018	2022	No			

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Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	2,241.97	Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha		Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	1536.03	Certified	2018	2018	2022	No			
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A		Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	2073.16	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	1995.77	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	

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Kompleks Aring A	Malaysia	Ladang FGVP Aring 4	2749.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 5	1393.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 6	2060.12	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 07 (LADANG RASIONALISASI)	2249.29	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 8	2600.80	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia

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										Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 10	2192.37	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	1791.57	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	1180.41	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok		Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New	

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Kompleks Chalok	Malaysia	Ladang FGVP Setiu 1	1618.55	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVP Setiu 2 (LADANG RASIONALISASI)	1471.29	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting		Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	1712.29	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 17	2,153.52	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues	

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										and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	1,949.80	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	1,476.75	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	2,169.50	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	1,344.42	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	

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Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	2410.65	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVPI Jerangau Barat		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	1,957.59	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	1,392.78	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	2709.05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	2850.24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	2231.00	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	2,135.33	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	2,559.59	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	2,322.20	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	2,055.87	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	1,845.40	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	1,755.29	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	2,784.35	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	1,895.19	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	1,763.39	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	2,111.90	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	1,839.46	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	1,000.43	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	1772.49	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	1473.91	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	2,159.94	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	2,191.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	2,035.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	2,660.44	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	2,645.03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	1,810.61	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	2,060.13	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang GGVPM Sahabat 54	1768.08	Not Certified	2020			Yes	2023	Suspension New	

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Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	2,580.72	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	3,706.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	2,243.27	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	2,497.25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	348.21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	3,649.68	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	2,545.89	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Mercuri Puspita	Malaysia	Ladang FGVPM Sahabat 52	2,296.75	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	3,493.95	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	2,622.28	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	2,284.67	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	1,501.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	2,086.96	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	2,176.55	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	2,504.40	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	2,042.53	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	2,386.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	1,774.81	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	1,815.30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	2,249.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	1,897.24	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	1,862.22	Not Certified				Yes	2023	Suspension New	

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										Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	2,038.00	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	1,718.57	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	1,547.34	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	2999.50	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	2788.86	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	1,361.82	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	1,286.35	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	2,009.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	1,388.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	1,761.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	2144.88	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	1902.06	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	808.17	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	3267.10	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	1584.01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	1167.50	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	North	3486.87	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Central A	1813.32	Not Certified	2021			Yes	2024	Suspension New	

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										Certification by RSPO CP	
TEOPP Mill	Malaysia	Central B	1820.14	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	South	2689.59	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	1729.55	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	2330.03	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	2333.34	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	2140.24	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	

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Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching		Not Certified	2020			Yes	2024	Suspension New	

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Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	

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Kompleks Semenchu	Malaysia	Kilang Sawit FGVP1 Semenchu		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Tawai 01	2209.97	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Lawin	2,578.94	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	127.85	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Paloh	Malaysia	Ladang FGVP1 Paloh	1,331.80	Certified				Yes	2025	Suspension New Certification by RSPO CP	
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	14385.00	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	8193.06	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A.

During this Assessment there were three (3) Critical; one (1) Minor nonconformities and one (1) Opportunity for Improvement raised. The FGVPI Bukit Sagu Palm Oil Mill Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment. The implementation of the Corrective Actions for the Critical Nonconformity(ies) has been verified for its effectiveness and closed accordingly. The below is the summary of the non-conformity raised during this assessment.

Non-conformity			
NCR Ref #	2389100-202309-M1	Issued Date	15/09/2023
Due Date	14/12/2023	Closure Date	14/12/2023
Indicator & Category (Critical / Minor)	2.3.2 (Critical)		
Statement of Nonconformity:	The correction and corrective action from the previous minor nonconformity against this indicator were not effectively implemented. Thus, the non-conformity report is reclassified as Critical.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	There are several collection centres supplying FFB to Bukit Sagu POM. However, the evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill.		
Corrections:	Complete documentation will be obtained from all indirect supplier of KS Bukit Sagu.		
Root Cause Analysis:	Poor cooperation from collection centres/dealers in providing the required documentation.		
Corrective Actions:	<p>Person in charge for Traceability (at mills level) to continuously monitor the documentation submission from external FFB supplier. All documentation are to be compiled in a designated file.</p> <p>Continuous engagement with the external FFB supplier to ensure their understanding and commitment to comply with the standard requirement</p>		
Assessment Conclusion:	<p>Evidence verified:</p> <ol style="list-style-type: none"> 1) FGV has established a system called FFB Suppliers Information System (FSIS) where the information required by this indicator for the indirect suppliers is kept. Verification of two samples of indirect suppliers (Kawanda and Talmizi) for a collection centre, Eng Huat confirmed that the system was able to capture all the required information and the related supporting documents such as MPOB license, land titles, and geo-location maps. The related supporting documents are kept in the designated files. 2) Record of engagement with the external FFB supplier to ensure their understanding and commitment to comply with the standard requirement dated 30/11/2023. The main objective of the meeting is to make the collection 		

	<p>centres aware about providing the standard required information should there choose to send their crop to Bukit Sagu mill. Pictorial report and attendance list were among the evidence attached to the record.</p> <p>Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity. Progress of the collection of information of the indirect suppliers will be verified in the next assessment.</p>
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Non-conformity			
NCR Ref #	2389100-202309-M2	Issued Date	15/09/2023
Due Date	14/12/2023	Closure Date	14/12/2023
Indicator & Category (Critical / Minor)	3.6.2 (Critical)		
Statement of Nonconformity:	The effectiveness of the H&S plan to address health and safety risks to people was not effectively monitored.		
Requirement Reference:	The effectiveness of the H&S plan to address health and safety risks to people is monitored.		
Objective Evidence:	<p>1) There were lapses in the implementation of the HIRARC at the estate.</p> <ul style="list-style-type: none"> - During the visit to the Manuring Gang at FGVPB Bukit Sagu 04 Estate, it was found that the manurers were not wearing appropriate PPE, Safety Goggles. This was not in line with the HIRADC for Manuring which states that manurers are required to wear Safety Goggles. - During the visit to the Fertiliser Store Construction at FGVPB Bukit Sagu 04 Estate, it was sighted that Excavating Machinery was being used. Verified the HIRADC stated that control measures available is Machinery Competency License. Nevertheless, there were no evidence of competency license available during the assessment. <p>2) During the visit to the Grass Cutting Operation at FGVPB Bukit Sagu 06 Estate, it was observed that Petrol mixed with 2T Oil was stored in a 4 Liter container which had no label. This was not in line with the requirements of USECHH Regulations 2000.</p> <p>3) There were lapses in the monitoring of the First Aid at the estates. Evidence as below:</p> <ul style="list-style-type: none"> - During the field visit to the Harvesting Gang at FGVPB Bukit Sagu 04 Estate, it was identified that the First Aid Box handled by the Mandore had expired items, Yellow Lotion (Expired on 07/2023). - During the field visit to the FFB Evacuation Gang at FGVPB Bukit Sagu 06 Estate, it was identified that the First Aid Box handled by the Driver had insufficient items, Eye Pad. <p>4) At Bukit Sagu POM, Audiometric Assessment was conducted on 16/12/2022 – 28/02/2023 for a total of 55 workers by Klinik Syed Badaruddin Sdn Bhd and the Audiometric Test Report was available for verification. The results indicated that 17 workers were diagnosed with STS and required to undergo a retest by</p>		

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	<p>28/05/2023. Nevertheless, the Audiometric Retest was conducted on 01/08/2023, exceeded the 3 months as required by the Noise Regulation.</p> <p>5) At Bukit Sagu 07 & 08 Estates, the Medical Examinations were not conducted in timely manner for those employees diagnosed with Abnormal Audiogram, i.e., within 30 days after the audiogram test was done. Details are as follows: Estates Audiometric test date No. of employees Date examined</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Estates</th> <th>Audiometric test date</th> <th>No. of employees</th> <th>Date examined</th> </tr> </thead> <tbody> <tr> <td>BS 07</td> <td>10/06/2023</td> <td>11</td> <td>30/08/2023</td> </tr> <tr> <td>BS 08</td> <td>10/06/2023</td> <td>10</td> <td>04/09/2023</td> </tr> </tbody> </table> <p>6) There was a Notice of Improvement (NOI) #3A 098640 dated 18/05/2023 issued to Bukit Sagu 08 Estate due to an accident happened in Field No. 20B on 14/03/2023 which involved a tractor fell into a ravine. Poor road condition was the main factor of the accident. Based on Item no. 2 of the NOI, the road shall not be used until the NOI is approved by the DOSH. At the point of this audit, the NOI has yet to be approved. However, the road has already been used by the estate for quite some time.</p> <p>7) At Bukit Sagu 06 Estate, a brush cutter operator had been diagnosed to have occupational related hearing impairment on 27/08/2022. Based on the clinic's report, the doctor only recommended that personal hearing protection (PHP) to be worn during performing his work. Although there was no recommendation by the doctor to change his task, the estate had transferred him to work as a general worker at the oil palm nursery, commencing on 11/10/2022, with the intention to remove the noise exposure to the worker. However, changing type of work was not identified and/or registered as one of the risk controls in the company's HIRADC.</p>	Estates	Audiometric test date	No. of employees	Date examined	BS 07	10/06/2023	11	30/08/2023	BS 08	10/06/2023	10	04/09/2023
Estates	Audiometric test date	No. of employees	Date examined										
BS 07	10/06/2023	11	30/08/2023										
BS 08	10/06/2023	10	04/09/2023										
Corrections:	<p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1) Mandor and supervisor will be reminded to ensure all workers wear a suitable PPE as per HIRADC. 2) Estate management to obtain the complete documentation from contractor. 3) Refresher PPE and First Aid training to be conducted to all workers. 4) Expired items will be replaced with a new one upon delivery of the supplies. <p><u>FGVPM Bukit Sagu 06</u></p> <ol style="list-style-type: none"> 1) Petrol and 2T container used by grass cutter to be labelled accordingly. (Refer Appendix 1A) 2) Eye Pad and item inventory to be included in the First Aid Box. (Refer Appendix 1B) 3) Refresher training on Chemical Handling and First Aid will be conducted to the respective workers. <p><u>FGVPM Bukit Sagu 07 & FGVPI KS Bukit Sagu</u></p>												

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	<p>Estate and mills management to follow up on the test result and adhere to the recommendation given by the OHD (if any).</p> <p><u>FGVPM Bukit Sagu 08</u> Estate to follow up on the approval from DOSH to use the road.</p>
<p>Root Cause Analysis:</p>	<p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1) Lack of monitoring by supervisor on PPE wearing among workers. 2) Lack of monitoring from estate personnel on the required documentation that need to be obtained from contractor prior the commencement of work at site. 3) Ineffective first aid box monitoring and coordination by the PIC which causes delayed in ensuring stock are always available at site. <p><u>FGVPM Bukit Sagu 06</u></p> <ol style="list-style-type: none"> 1) Lack of training and awareness by the worker (grass cutter) regarding safety issues which involved chemical labelling and handling. 2) Lack of awareness by the worker (tractor driver) about the inventory of the First Aid Box. <p><u>FGVPM Bukit Sagu 07 & FGVPI KS Bukit Sagu</u> Lack of monitoring by the personnel in charge for legal monitoring in ensuring the examination to be carried in timely manners.</p> <p><u>FGVPM Bukit Sagu 08</u> Lack of enforcement by the management in ensuring the workers for not using the road until the NOI is approved.</p>
<p>Corrective Actions:</p>	<p><u>FGVPM Bukit Sagu 04</u></p> <ol style="list-style-type: none"> 1) Training evaluation to be conducted post training to evaluate the understanding of the workers. 2) Estate to ensure 'Borang Senarai Semak Permulaan Kerja Kontrak' is fully monitored to ensure complete documentation is obtained from contractor prior the commencement of the work. 3) Estate to arrange and prepare for early purchases of the required items and keep stock at the site to ensure continuous supply when needed. <p><u>FGVPM Bukit Sagu 06</u> Training evaluation to be conducted post training to evaluate the understanding of the workers.</p> <p><u>FGVPM Bukit Sagu 07 & FGVPI KS Bukit Sagu</u> Audiometric test (including retest and medical examination) will be included as part of the monitored items in the list of 'Rekod Pemantauan Lesen & Permit' at both estate & mill.</p> <p><u>FGVPM Bukit Sagu 08</u></p>

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	A memo will be issued and enforce by the management to all workers for not using the road, should there are delays in getting the approval from DOSH.
Assessment Conclusion:	<p>Evidence verified:</p> <p><u>Bukit Sagu 04 Estate</u></p> <ol style="list-style-type: none"> 1) Training record dated 19/10/2023 that shows the supervisors, mandore and workers have been reminded about the importance of wearing PPE as pe HIRARC. This includes pictorial report and training effectiveness evaluations. 2) Competency license issued by the Construction Industry Development Board (CIDB) of the contractor’s excavator machine operator which is valid until January 2025. 3) Checklist records dated 08/11/2023 that show the content of all the first aid kits in BS04 were checked and verified by the management. Among the information available in the checklist was name of the keepers (first aiders), list of contents, quantity, and expiry dates. <p><u>Bukit Sagu 06 Estate</u></p> <ol style="list-style-type: none"> 1) Site visit at the grass-cutting operation confirmed that the 4L container of petrol had been properly labelled as per USECHH Regulations 2000. 2) Training record dated 21/11/2023 that shows the first aiders have been reminded about the importance of having the complete contents of their first aid kits according to the inventory list. This includes pictorial report and training effectiveness evaluations. <p><u>Bukit Sagu 07 Estate</u></p> <ol style="list-style-type: none"> 1) Monitoring list of permit/license validity that shows the dates of the following audiometric test were stated. <p><u>Bukit Sagu 08 Estate</u></p> <ol style="list-style-type: none"> 1) Monitoring list of permit/license validity that shows the dates of the following audiometric test were stated. 2) Notice of Improvement (NOI) #3A 098640 dated 18/05/2023 has been closed by the DOSH dated 17/05/2023 (backdated) <p><u>Bukit Sagu POM</u></p> <ol style="list-style-type: none"> 1) Monitoring list of permit/license validity that shows the dates of the following audiometric test were stated. <p>Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity. Continuous implementation will be verified in the next assessment.</p>

Non-conformity			
NCR Ref #	2389100-202309-M3	Issued Date	15/09/2023
Due Date	14/12/2023	Closure Date	14/12/2023

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Indicator & Category (Critical / Minor)	6.2.4 (Critical)
Statement of Nonconformity:	Workers' housing compound has not been properly maintained.
Requirement Reference:	The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.
Objective Evidence:	<p><u>FGVPM Bukit Sagu 06 Estate</u> Site visit to housing compound house number 78/93 and 79/93 found that housing has not been properly maintained. Sighted:</p> <ol style="list-style-type: none"> 1) Used PPE (nitrile glove and respirator) 2) Overdue grass cutting 3) Improper waste management 4) Broken ceiling <p>It also has not been highlighted during latest housing inspection in the document "Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan)"</p> <p><u>FGVPM Bukit Sagu 07 Estate</u> During the site visit to the workers' quarters, it was observed that wastewater from the kitchen was being discharged into the monsoon drain and causing stagnant water. It was evident that there is no adequate drainage system in place.</p>
Corrections:	<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> - Used PPE have been disposed accordingly as per SOP (refer appendix 2A) - Grass cutting activity have been done in the area surrounding house number 78/93 and 79/93 (refer appendix 2B) - Communal work which include drain cleaning, grass cutting, and other housekeeping activity have been done on 13th September 2023 (refer appendix 2C) - Broken ceiling have been repaired on 21st September 2023 (refer appendix 2D) - Latest document of 'Senarai Semak Aktitivi Naziran Penginapan Ladang (Mingguan)' have been reviewed and attached (Refer Appendix 2E) after correction and improvement actions have been done to the house No 78/93 & 79/93. <p><u>FGVPM Bukit Sagu 07</u> Perform ditch and drain cleaning to provide a smooth and unblocked flow.</p>
Root Cause Analysis:	<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> - Lack of monitoring and enforcement by the estate management in ensuring the workers housing were properly maintained.

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	<ul style="list-style-type: none"> - Lack of awareness among workers regarding waste management and cleanliness of housing compound. <p><u>FGVPM Bukit Sagu 07</u></p> <p>Inadequate drainage system and poor drainage maintenance has resulted the formation of the stagnant water at the back of the housing compound.</p>
Corrective Actions:	<p><u>FGVPM Bukit Sagu 06</u></p> <ul style="list-style-type: none"> - Training & awareness programme will be done to all workers on PPE and waste management. - New grass cutting schedule will be implemented to ensure the activity will never be behind schedule. - Communal activity will be done monthly to ensure no housekeeping issue will occur in the future. - Checklist Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan) will be verified and reviewed by the Estate Manager. Any identified issue from housing inspection will be recorded in the Borang Aduan Kerosakan and action to be taken as per SOP. <p><u>FGVPM Bukit Sagu 07</u></p> <ul style="list-style-type: none"> - Estate management to prepare a drainage maintenance plan to improve the drainage system at the estate housing compound. - Estate to conduct the maintenance works once the planning has been approved and to ensure the monitoring for the drainage system is included in the Housing Inspection Checklist for every house/dormitory.
Assessment Conclusion:	<p>Evidence verified:</p> <p><u>Bukit Sagu 06 Estate</u></p> <ol style="list-style-type: none"> 1) Pictorial report that shows the housing compound had been cleaned up, grass-cut, and broken ceiling had been repaired. This was also verified during the site visit. 2) Scheduled waste inventory dated 20/09/2023 that shows the contaminated PPE had been properly disposed in accordance with the regulations. 3) Housing weekly inspection checklist for the month of September 2023 that shows the current conditions had been correctly reported. <p><u>Bukit Sagu 07 Estate</u></p> <ol style="list-style-type: none"> 1) Pictorial report that shows the housing drainage had been repaired to resolve the stagnant water issue. This is also verifiable during the site visit. 2) Plan of backhoe deployment that shows the drain maintenance at housing area has been included as one of its tasks. <p>Based on the evidence, the implementation of correction and corrective action was found to be effective to close the non-conformity. Continuous implementation will be verified in the next assessment.</p>

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Non-conformity			
NCR Ref #	2389100-202309-N1	Issued Date	15/09/2023
Due Date	15/10/2023	Closure Date	Next assessment visit
Indicator & Category (Critical / Minor)	3.3.2 (Minor)		
Statement of Nonconformity:	The method of marking river buffer zone was not in accordance with the procedure.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	FGV has established a Buffer Zone Management Procedure (Reference Number: FGVP/L2/PAS-03, dated 23/01/2020), outlined in section 6.4 titled "Pengurusan Zon Penampan." During a site visit to Bukit Sagu 08 Estate Block 9 PM04L, it was observed the method of marking was not in accordance with the procedure, which wooden pegs painted with blue and white stripe are to be used.		
Corrections:	Estate management to establish a buffer zone marking as per SOP Pengurusan Zon Penampan (FGVPM/L2/PAS-03).		
Root Cause Analysis:	The buffer zone area is a flooded area, installed signage are often missing. As an alternative, the estate management has decided to establish a marking on the tree trunk.		
Corrective Actions:	FGVPM to review and revise the guidelines for buffer zone establishment that suits the situation in the estate.		
Assessment Conclusion:	The correction and corrective action plan are accepted. Evidence of effective implementation shall be verified in the next assessment visit.		

Opportunity for Improvements	
OFI #	Description
OFI 1	<p><u>2389100-202309-I1</u> <u>Indicator 2.1.1</u></p> <p>A total of 302 worker permits, involving individuals from Bangladesh, Indonesia, and India, have been awaiting renewal since 2021 across all estates under Bukit Sagu certification unit. To address this matter, the management has proactively initiated a meeting with the Director of Malaysia Immigration on 15/08/2023 to explore the most effective solutions. Furthermore, a management meeting was convened on 28/08/2023, where a Gantt chart was presented. This chart outlines the management's expectations for resolving the backlog issues by July 2024.</p> <p>An Opportunity for Improvement (OFI) has been raised as part of the mechanism for auditors to verify the implementation during the upcoming audit.</p>

Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team in the assessment activity.
PF 2	Retrieval of relevant documents was efficient.

PF 3	High interest was shown by the sampled workforce in implementing the RSPO Standard requirements.
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3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2300745-202301-M1	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	6.7.3 (Critical)		
Statement of Nonconformity:	The sanitation facility was not appropriately utilized.		
Requirement Reference:	Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.		
Objective Evidence:	At Bukit Sagu 04 Estate, it was observed that most of the spraying operators did not wash their contaminated PPE & clothing and take their shower at the sanitation facility provided, after returning from work. They were seen to be going back straight to the quarters.		
Corrections:	<ol style="list-style-type: none"> 1) To appoint new Person In Charge for monitor on sanitation after PPE usage. 2) To conduct training for sanitation after PPE usage to new Person In Charge. 3) To conduct awareness to workers regarding sanitation after PPE Usage by management. 4) To monitor and enforce sanitation after PPE usage via workplace inspection by staff. 		
Root Cause Analysis:	No supervision & no enforcement to the workers on sanitation after PPE usage by management due to changes new person in charge.		
Corrective Actions:	The management need to discuss on the sanitation after PPE usage in the OSH meeting.		

<p>Assessment Conclusion:</p>	<p>Appointment letter for PIC sighted during the visit dated 23/01/2023 with reference number (01)RSPO/ Surat Lantikan signed by estate manager, Mr Azwande bin Ali and appointed Mr Nor Azlin bin Sahak.</p> <p>Awareness training has been conducted by the estate management on the SOPs on 23/01/2023 and has been verified based on attendance records and has been confirmed through interview with the spraying gang, which they can demonstrate their understanding on the SOPs.</p> <p>Evaluation of training sighted to ensure effectiveness of the training base on document reference FGV/FGVPM/IV/IMS/15/5.4 Pind 0.</p> <p>Monitoring and inspection for sanitation after spraying works for spraying gang has been conducted during the workplace inspection. Sighted workplace inspection conducted on 02/02/2023 conducted by Mr Mohd Raziman and Ahmad Syazwan as field conductor and PIC for implementation of the procedure.</p> <p>The sanitation issues after spraying has been discussed during the OSH meeting that will be conducted quarterly. Latest meeting has been conducted on 16/02/2023 reference number MOM/Bil (01)/2023</p>
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>Observation at the sampled estates showed that the sanitation facilities were appropriately utilised by the spraying operators for cleaning and washing their PPE. Interview with the persons in-charge confirmed that they were aware with the importance of the sanitation facilities and shall always ensure that workers are fully utilising them. There was no recurrence of non-conformity. Thus, the NCR remains closed.</p>

<p>Non-conformity</p>			
<p>NCR Ref #</p>	<p>2300745-202301-M2</p>	<p>Issued Date</p>	<p>20/01/2023</p>
<p>Due Date</p>	<p>30/03/2023</p>	<p>Closure Date</p>	<p>03/03/2023</p>
<p>Indicator & Category (Critical / Minor)</p>	<p>3.4.3 (Critical)</p>		
<p>Statement of Nonconformity:</p>	<p>Social management has not been implemented.</p>		
<p>Requirement Reference:</p>	<p>The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p>		
<p>Objective Evidence:</p>	<p>FGVPM Bukit Sagu 04 Estate There is some issues that has been highlighted in the social management plan has not been implemented by the management. a. Complaint from workers that are not comfortable with dusty and noisy sound from the quarry operation nearby. Management plan, management has plan to meet up with the management of the quarry and discuss any solution for any the issues. Implementation/Finding The management has come into agreement that explosion of rocks only will be done in the morning and quarry management will spray the roads with water to prevent dusty roads. The issues have been highlighted as closed in the management plan. However sighted memo from the quarry dated 22/12/2022 stated that rock explosion done from 1230pm until 430pm which is contradicted with the conclusion from the meeting. There is still complaint from the workers on the issues during the interview by auditor. b. Complaint on damage fence at Tadika Kemas in FGVPM Bukit Sagu 04 Estate Management plan To repair the damage fences. Implementation/Findings During the site visit, it has been found out that fence at Tadika Kemas is still damages and unattended by the management</p>		

<p>Corrections:</p>	<p>1) Conduct retraining on SOP grievance to new person in charge (Assistant Manager, clerks/ HEP officer) together with evaluation after training</p> <p>2) Compile details and manage on grievances and evidence - conduct meeting with quarry management & Tadika Kemas and discussing on the grievances as well as issued highlighted in SIA Management Plan.</p> <p>Management to include issues highlighted with quarry and tadika KEMAS in Management Plan monitoring.</p>
<p>Root Cause Analysis:</p>	<p>Management were not monitor grievances received and issued highlighted in SIA Management Plan from workers or stakeholder in due to changes of person in charge.</p>
<p>Corrective Actions:</p>	<p>The management need to discuss grievance issues in the management meeting together with affected stakeholders involved during stakeholder Consultation. Management need to circulate memo regarding any issues every 6 months to stakeholders related.</p> <p>Management to ensure hand over job description regarding social issues to new Person in charge as well as training to new person in charges.</p>
<p>Assessment Conclusion:</p>	<p>Appointment letter for PIC sighted during the visit dated 23/01/2023 with reference number (03)RSPO/P1,P6 Surat Lantikan signed by estate manager, Mr Azwande bin Ali and appointed Mr Amir Azhari bin Salleh, Johari bin Awang Kechik and Nik Razubi as PIC for any social issues and grievances. In the appointment letter has clearly highlighted job description and responsibilities as PIC.</p> <p>Training for grievances procedure has been conducted and attendance sighted on 02/03/2023 conducted by estate manager, Mr Azwande bin Ali attended by all assistant manager, office and filed staff.</p> <p>Evaluation of training sighted to ensure effectiveness of the training base on document reference FGV/FGVPM/IV/IMS/15/5.4 Pind 0 conducted on 03/02/2023</p> <p>Meetings with Tabika Kemas Bukit Sagu 04 and Quarry Tinjau Makmur Sdn Bhd has been conducted on 09/02/2023 where the issues has been discussed and action plan has been established and agreed by both parties.</p> <p>Social impact assessment action plan has been updated on 03/03/2023 to include the issues that has been highlighted by Tabika Kemas Bukit Sagu 04 and Quarry Tinjau Makmur Sdn Bhd operation and has been remarks as continuous monitoring.</p>
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>There is evidence that social management plan has been implemented where the implementation has been verified base on the documentation and interview with the workers itself.</p> <p>a) The concerns of the supervisors regarding the influx of many Indian workers have led to constraints in terms of language and culture. This will hinder communication with the workers and may result in work productivity not reaching the expected level.</p> <p><u>Management plan</u></p> <ol style="list-style-type: none"> 1. Management using the services of language interpreters among senior employees in providing explanations and briefings to employees." 2. Training SOP (Standard Operating Procedure) is provided in the form of illustrated modules or pictograms to facilitate employees' understanding." 3. Integration between local and foreign workers through recreational activities in order to improve relationships.

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	<p><u>Implementation</u></p> <ol style="list-style-type: none"> 1. Sighted that workers representative has been elected base on the election which one of the responsible as translator for newly recruited workers 2. Activities such as football match, community activities others has been done during the weekend and public holiday <p>a) Grievance by local and foreign workers on changes of working hours where the management implement longer working hours which will affect momentum of works.</p> <p><u>Management plan</u></p> <p>The management of the project seeks to obtain the total number of workers and personnel who are affected (disagree) with the new work schedule changes, along with clearly stated reasons. Management will present this information for the attention of the regional management or JTK HQ to reconsider a more suitable work schedule.</p> <p><u>Implementation</u></p> <p>Communication of the working hours has been done by the management during the morning muster briefing and feedback has been collected by the management. Base on management plan, feedback will be submitted to JTK HQ in October 2023.</p> <p>Based on verification, there is sufficient evidence to comply with the requirement, hence the Major Nonconformities remains closed.</p>
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Non-conformity			
NCR Ref #	2300745-202301-M3	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	1.1.4 (Critical)		
Statement of Nonconformity:	Consultation and communication procedure has not been properly implemented		
Requirement Reference:	Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.		
Objective Evidence:	FGVPM Bukit Sagu 07 Estate During the interview with newly recruited workers that has been recruited workers, one of the workers responded that he requested to the estate management to go back to his hometown in India due to emergency last 2 weeks and haven't get any respond by the management. Further verification has been done with workers affair staff and confirmed that he received the request and already forward to person in charge in Kuantan regional office due to the workers is still under contract. It also has been confirmed that there is no action has been taken Kuantan regional office and there is no follow up has been done by the estate management. There is also no record has been maintained on the request received.		
Corrections:	1) Conduct retraining on SOP grievance and SOP JTK to new person in charge (HEP officer) and regional JTK officer by JTK HQ		

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	2) Evaluation after training 3) Compile details and manage on grievances and evidence - progress on the issues
Root Cause Analysis:	Management were not record grievance from workers and resolved issue due to effectiveness of training.
Corrective Actions:	The management need to discuss grievance issues in the meeting (Mesyuarat Perundingan Pekerja) together with affected stakeholders involved. Management need to circulate memo regarding any issues every 6 months to stakeholders related. To conduct refresher training to Person In Charge (HEP Officer).
Assessment Conclusion:	Appointment letter for PIC sighted during the visit dated 23/01/2023 with reference number (03)RSPO/P1,P6 Surat Lantikan signed by estate manager, Mr Azwandee bin Ali and appointed Mr Amir Azhari bin Salleh, Johari bin Awang Kechik and Nik Razubi as PIC for any social issues and grievances. In the appointment letter has clearly highlighted job description and responsibilities as PIC. Training for grievances procedure has been conducted and attendance sighted on 02/03/2023 conducted by estate manager, Mr Azwandee bin Ali attended by all assistant manager, HEP officer, office and field staff. Evaluation of training sighted to ensure effectiveness of the training base on document reference FGV/FGVPM/IV/IMS/15/5.4 Pind 0 conducted on 03/02/2023 Sighted evidence of the grievance where the grievance has been responded and has been allowed to go back to the origin countries base on the flight ticket and checkout memo reference.
Effectiveness Closure (for previous audit closed Critical NC):	As per verification, there is no pending cases on consultation and communication. PIC to handle consultation and communication has been interviewed and can demonstrate their understanding and competencies as person in charge. Hence, the Major Nonconformities remain closed.

Non-conformity			
NCR Ref #	2300745-202301-M4	Issued Date	20/01/2023
Due Date	30/03/2023	Closure Date	03/03/2023
Indicator & Category (Critical / Minor)	3.8.16 (Critical)		
Statement of Nonconformity:	The volume of CPO delivered in the PalmTrace shipping announcement is more than the quantity recorded in the mill's Mill Performance Report (MPR).		
Requirement Reference:	Registration of Transactions Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.		
Objective Evidence:	For the period under review (Nov 2021 to Dec 2022), based on the Mill Performance Report (MPR), there were 1,250.55 mt of CSPO delivered. However, based on PalmTrace data, there were 1,393.07 mt of CSPO announced to have been delivered. Therefore, there were 142.52 mt over-announced.		
Corrections:	Mill downgrade 142.52mt CSPO from stock.		

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Root Cause Analysis:	There are miscalculation made during announcement.
Corrective Actions:	Person in charge (Weighbridge Clerk) to monitor accordingly amount of transaction before sales announcement has been made by using Borang Stock Removal. Mill to discuss supply chain issues in management review.
Assessment Conclusion:	There is evidence that CSPO stock has been downgrade and align with announcement of palm trace. It can be verified base on the document laporan tahunan CPO OSCC/RSPO/MSPO 2022 updated 09/02/2023. As per interview with weighbridge clerk, any CSPO and CSPK transaction, need to be approved by assistant manager and POM manager prior to sales announcement using Borang stock removal.
Effectiveness Closure (for previous audit closed Critical NC):	There were no sales of certified CPO made within the period under review. Nonetheless, based on the shipping announcement made for PK sales in the PalmTrace, there was no over-announcement issue. All the announcements made were tally with the Mill Performance Report. There was no recurrence of non-conformity. Thus, the NCR remains closed.

Non-conformity			
NCR Ref #	2300745-202301-N1	Issued Date	20/01/2023
Due Date	15/09/2023	Closure Date	Escalated to Critical.
Indicator & Category (Critical / Minor)	2.3.2 (Minor)		
Statement of Nonconformity:	The evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	There are several collection centres supplying FFB to Bukit Sagu POM, namely xxxx. However, the evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill.		
Corrections:	To collect and update the information for all Direct FFB Supplier at Bkt Sagu Mill. The additional information needed is; <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license 		
Root Cause Analysis:	The PIC for traceability did not aware about the information needed from direct FFB supplier. Current practise is to have a list of suppliers only.		
Corrective Actions:	PIC for Traceability at mill update the status of FFB supplier information to HQ officer (Jabatan Belian BTS) regularly every 6 months.		
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		

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Effectiveness Closure (for previous audit closed Critical NC):	Implementation of CAP was not adequately evident. Escalated to Critical.
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Non-conformity			
NCR Ref #	2300745-202301-N2	Issued Date	20/01/2023
Due Date	15/09/2023	Closure Date	15/09/2023
Indicator & Category (Critical / Minor)	2.1.2 (Minor)		
Statement of Nonconformity:	The system for ensuring legal compliance was not satisfactorily implemented.		
Requirement Reference:	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
Objective Evidence:	The sampled estates have been using scissor lift trailers attached to farm tractors in their FFB evacuation operation. However, there is no evidence that the estates have obtained the certificate of fitness in accordance with the Factories and Machinery (Notification, Certificate of Fitness and Inspection) Regulations, 1970.		
Corrections:	1) Make a review with JKKP to ensure whether PMA is necessary or not with recording by communication 2) To ensure scissor lift has PMA if confirmation from JKKP says it is necessary		
Root Cause Analysis:	Estate management is not sure whether the use of a scissor lift needs to obtain a PMA from JKKP.		
Corrective Actions:	SHO to update with JKKP regularly by recording the communication.		
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		
Effectiveness Closure (for previous audit closed Critical NC):	Email correspondence between the Sustainability & HSE Department of FGV Plantations (M) Sdn Bhd and the Department of Occupational Safety and Health, Malaysia (DOSH), in the month of February and March 2023, was verified. Based on the correspondence, the DOSH has confirmed that the scissor lift trailer is exempted from having the certificate of fitness. Thus, the non-conformity is closed.		

Non-conformity			
NCR Ref #	2300745-202301-N3	Issued Date	20/01/2023
Due Date	15/09/2023	Closure Date	15/09/2023
Indicator & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	The effectiveness of the legal due diligence of the contracted third parties was not satisfactorily demonstrated.		
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.		

	Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.
Objective Evidence:	At Bukit Sagu 04 Estate, the availability of PUSPAKOM certificate for FFB truck (reg. no.: VCP 9859, contractor: Sinar Suria) was not adequately evident.
Corrections:	<ol style="list-style-type: none"> 1) To conduct training regarding applicable legal requirements to assigned person responsible. 2) To monitor compliance and to track and update the regulatory requirements among contractors via monitoring checklist regularly every 6 months. 3) 3) To obtain PUSPAKOM certificate for FFB truck (reg. no.: VCP 9859, contractor: Sinar Suria) and evidence follow up by estate.
Root Cause Analysis:	Due to lack of training to assigned person responsible to monitor compliance to monitor and enforce contractor to meet applicable legal requirements.
Corrective Actions:	Management to conduct continues training to PIC regarding roles to monitor compliance related and prepare documents of effectiveness after training.
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.
Effectiveness Closure (for previous audit closed Critical NC):	The person responsible was able to demonstrate the effective monitoring of all the legal documents required for the FFB transport contractors to have. Based on verification of sampled FFB trucks, it was confirmed that all the PUSPAKOM certificates were valid at the point of this assessment. There was no recurrence of non-conformity. Thus, the Minor NCR is closed.

Non-conformity											
NCR Ref #	2300745-202301-N4	Issued Date	20/01/2023								
Due Date	15/09/2023	Closure Date	15/09/2023								
Indicator & Category (Critical / Minor)	7.8.1 (Minor)										
Statement of Nonconformity:	Implementation of water management plan has been properly implemented.										
Requirement Reference:	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <ol style="list-style-type: none"> a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities. b) Workers have adequate access to clean water. 										
Objective Evidence:	<p>FGVPM Bukit Sagu 04 Estate Verification has been done by auditor for deduction usage of water through pay slips and water usage monitoring records. It has been found out that one of the house House#74 where the water usage is higher compared to the others houses for 3 consequences months (September October, November). Details as per below Months Total amount (RM) Total occupant Deduction/worker (RM)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Months</th> <th style="width: 25%;">Total amount (RM)</th> <th style="width: 25%;">Total occupant</th> <th style="width: 25%;">Deduction/worker (RM)</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>			Months	Total amount (RM)	Total occupant	Deduction/worker (RM)				
Months	Total amount (RM)	Total occupant	Deduction/worker (RM)								

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	September 22	125.01	5	25.00
	October 22	126.99	5	25.70
	November 22	73.00	2	36.77
	Further verification has been done during site visit to house#74 and found out that there is pipe leakage outside of the house. It also has not been identified during the line site inspection which has been conducted on weekly basis.			
Corrections:	<ol style="list-style-type: none"> 1. Give regular warnings to hostel workers related to closing the water tap/leakage 2. Update the water management plan to in line with onsite 3. Install water saving signage in the employee dormitory area 4. Make an application to replace the tap to the type of buoy 			
Root Cause Analysis:	The issues waste of water at worker’s hostel never been discussed seriously at estate management after several reminder were told during morning rollcall.			
Corrective Actions:	<ol style="list-style-type: none"> 1. Appoint a gardener in the dormitory to check the water tap/leakage. 2. Monitoring by HEP officer using line site record with comment whether positive/negative findings. 			
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.			
Effectiveness Closure (for previous audit closed Critical NC):	As per verifications, sighted that the issues of water at workers housing has been discussed during the workers representative that has been conducted. Appointment of the gardener sighted and has been interviewed during the site visit. Utilization of the weekly line site inspection has been done by the management to monitor if there is any leakage sighted at line site. Water saving signage has been installed at the workers quarters/hostel posted at the notice board. Evidence sufficient to close the non-conformities.			

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: <u>2300745-202301-I1</u> <u>Indicator 6.2.6</u></p> <p>Based on the Decent Living Wages Plan for Bukit Sagu Complex established by Sustainability Compliance & Certification Department (SCCD); Date: 3/1/2019, assessment conducted for current FGV workers wage paid as per following:</p> <ol style="list-style-type: none"> a) FGV own mechanism of calculation to determine workers wage b) Current SOP based on Kadar Upah Kerja (KUK) which was reviewed and approved by JTK Peninsular Malaysia c) FGV is committed to ensure all FGV workers getting decent living <p>The management of FGV Holdings Berhad has plan to conduct assessment and new calculation of LW based on current minimum wages and Household Expenditure Survey Report 2019. OFI has been raised for auditor to verify the implementation of the management plan during next assessment.</p>

	<p>Verification / Follow-up actions:</p> <p>As per verification, there is evidence that decent living wages has been recalculated for FGV Bukit Sagu Complex conducted by SCCD team for year 2023. Mentioned in the document that FGV adopt calculation base on DLW Guideline by RSPO (June 2019) which will be calculate base on 150 plantations own by FGV. Stated also that calculation is based on food cost, housing cost, others cost, contingency cost. Base on calculation, total wages plus additional benefits is total RM2,280.30 comparing to minimum wages RM1,500/months.</p>
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3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2300745-202301-M1	Critical	6.7.3	20/01/2023	Closed On 03/03/2023
2300745-202301-M2	Critical	3.4.3	20/01/2023	Closed On 03/03/2023
2300745-202301-M3	Critical	1.1.4	20/01/2023	Closed On 03/03/2023
2300745-202301-M4	Critical	3.8.16	20/01/2023	Closed On 03/03/2023
2300745-202301-N1	Minor	2.3.2	20/01/2023	Escalated to Critical "2389100-202309-M1"
2300745-202301-N2	Minor	2.1.2	20/01/2023	Closed On 15/09/2023
2300745-202301-N3	Minor	2.2.2	20/01/2023	Closed On 15/09/2023
2300745-202301-N4	Minor	7.8.1	20/01/2023	Closed On 15/09/2023
2389100-202309-M1	Critical	2.3.2	15/09/2023	Closed On 14/12/2023
2389100-202309-M2	Critical	3.6.2	15/09/2023	Closed On 14/12/2023
2389100-202309-M3	Critical	6.2.4	15/09/2023	Closed On 14/12/2023
2389100-202309-N1	Minor	3.3.2	15/09/2023	"Open"

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss FGVPI Bukit Sagu Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

Meetings were conducted with stakeholders to seek their views on the performance of the company with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and later was verified with the management team. Any comment which is not complying to the RSPO P&C requirements have been incorporated as an assessment finding.

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of workers and staff were interviewed in informal group meetings at their housing. Separate visits were made to each of the local communities to meet with the village head and residents. Company officials were not present at any of the internal or external stakeholder interviews. A list of Stakeholders contacted is included as below.

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Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Government agencies	Balai Polis Panching	Face to face
Contractor	Inspire Maju Sdn Bhd	Face to face
Contracted parties	Kedai Runcit Bukit Sagu 04	Face to face
Government agencies	Imam Masjid Felda Bukit Sagu 02	Face to face
Government agencies	Jabatan Alam Sekitar Pahang	Face to face

Stakeholders comment	
1	<p>Feedbacks: Balai Polis Panching</p> <p>As per mentioned by Panching police station, there is no issues or report regard to criminal cases done by the workers for all operating units under FGV Bukit Sagu POM. Good relationships has been maintained between both parties where communication has been done through phone call and meetings.</p> <p>Audit Team verification and response: No further verification required</p>
2	<p>Feedbacks: Inspire Maju Sdn Bhd</p> <p>According to the interview, it was confirmed that a positive and cooperative relationship has been forged between the management and the contractors. The contractor further stated that payments are made within the stipulated 30-day timeframe, in accordance with the agreed terms and conditions. Additionally, during a stakeholders' meeting, the contractor received a briefing on RSPO and MSPO.</p> <p>Furthermore, it was disclosed that all workers hired by the contractors are locals, and the contractors are responsible for making SOCSO and EPF contributions on their behalf.</p> <p>Audit Team verification and response: No further verification required</p>
3	<p>Feedbacks: Kedai Runcit Bukit Sagu 04</p> <p>The sundry shop has been doing business for more than 10 years As per interview, the shops employ 3 there are no workers has been recruited. All things has been purchased from Kuantan town with additional price for transporting cost and profit. There is no issues with the estate management where the management has maintained good relationship with the external stakeholder. Sundry shop owner said that he is aware about complaint procedure, consultation and communication procedure and other policies that has been established.</p> <p>Audit Team verification and response: No further verification required</p>
4	<p>Feedbacks: Jabatan Alam Sekitar Pahang</p> <p>As per respond, there is no issues has been raised and identified by Jabatan Alam Sekitar for all operating units under FGV Bukit Sagu POM. Good relationships has been maintained between both parties where communication has been done through phone call and meetings.</p> <p>Audit Team verification and response: No further verification required</p>
5	<p>Feedbacks: Imam Masjid Felda Bukit Sagu 02</p> <p>As respond, most of the staff and workers in operating units under FGV Bukit Sagu POM is khariah to the masjid. There several activities have been conducted by mosques throughout the year 2023 with</p>

	<p>participation of management of operating units as well. Cost of operation for mosque is based on donation and he said they are open to receive any contribution from any parties for activities at Masjid An Naim.</p> <p>Audit Team verification and response: No further verification required</p>
6	<p>Feedbacks: Gender representative for each operating unit</p> <p>Two gender representatives from each operating unit were interviewed, and the interviews provided evidence that all female workers are eligible to participate in the gender committee. They have been extended invitations to attend meetings conducted every six months. According to the interviews, it was verified that the grievance procedure for addressing any harassment incidents has been effectively communicated to all representatives, and they demonstrated a clear understanding of the procedure.</p> <p>Additionally, the interviews revealed that pregnancy tests are not routinely administered to female workers. Instead, a self-assessment of pregnancy symptoms, such as delayed periods, is submitted online on a monthly basis. The representatives were also questioned about discrimination, and they confirmed that no discriminatory practices are being employed. All female workers receive equal benefits, including leave and other entitlements. Furthermore, assessments for new mothers have been carried out in each operating unit, and one of the representatives, who is also a new mother, confirmed this.</p> <p>Audit Team verification and response: No further verification required</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable as the certification unit has undergone second cycle of replanting.					

Previous land owner / user comment	
	Feedbacks: N/A
	Audit Team verification and response: N/A



3.5 Impartiality and conflict of interest

During this assessment there was no circumstances or pressure that had influenced the independence or confidentiality of the assessment team.

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Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGVPI Bukit Sagu Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGVPI Bukit Sagu Palm Oil Mill is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Valence Shem	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Lead Auditor	Title: Sustainability Manager
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
Date: 18/01/2024	Date: 23 JAN. 2023

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	List of publicly available document has been documented in “Penyediaan Rujukan Dokumen Umum di Pejabat” dated 11/05/2023. Total 20 document has been listed which is publicly available and can be requested. As per interview, for document that has not been listed in the list, stakeholders still can request as per consultation and communication procedure and upon approval by the management. It has been confirmed that all RSPO P&C specified has been classified as publicly available. Sample taken for land title, FGV policy, social and environmental management plan, grievance records etc.	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	All document has been documented mostly in Bahasa Malaysia and some of the document has been document in English. As per interview with stakeholders, it has been confirmed that they has been communicated with the consultation and communication procedure and explanation on document that publicly available.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	There is no information request has been received from each operating units only request for assistance. Details as per below <u>FGVPM Bukit Sagu 04 Estate</u> a) Request from SMK Bukit Sagu to use school bus for sprout event at KVK Alor Ajar on 17-18/-7/2023	Complied

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		<ul style="list-style-type: none"> b) Request to used 1 units of canopy tent and 50 plastics chairs from FGVPM Bukit Sagu 08 Estate on 12/06/2023 c) Request for military training from 12RAMD, Kem Daralockwood on 20/07/2023 d) Request to use hall facilities on 17/03/2023. <p><u>FGVPM Bukit Sagu 08 Estate</u></p> <ul style="list-style-type: none"> a) Request for manpower to clean compound at the main road from Felda Bukit Sagu 02/03 <p><u>FGVPM Bukit Sagu 07 Estate</u></p> <ul style="list-style-type: none"> a) Request for bus service for students to the camp stay from Bukit Sagu Secondary School on 16/08/2023. b) Contribution for the Eid feast for FGVPM Bukit Sagu 07 Estate personnel. c) School assistance for the children of the personnel. 	
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>There is no changes compared to last year where FGV Bukit Sagu POM and supply bases adopt the same procedure as per documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>The procedure has been communicated to all stakeholders during the stakeholders meeting that has been conducted at Dewan Auditorium Akademi Latihan FGV (ALAF), Jalan Bukit Kuantan and minutes meeting documented in "Laporan Program Konsultasi Bersama pihak berkepentingan mengenai komitmen kelestarian" dated 05/09/2023</p>	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives.	Stakeholders list maintained in the document "Senarai status stakeholder luaran dan dalaman" which detail up information such as address, contact	Complied

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	- Minor compliance -	<p>person and numbers, and email. There is evidence that stakeholders list has been updated accordingly for any additional/ removal of stakeholders.</p> <ol style="list-style-type: none"> 1) FGVPM Bukit Sagu 04 Estate- updated on 26/05/2023. 2) FGVPM Bukit Sagu 06 Estate- updated on 26/06/2023. 3) FGVPM Bukit Sagu 08 Estate- updated on 26/07/2023. 4) FGVPM Bukit Sagu 07 Estate- updated on 26/08/2023. 5) FGVPI Bukit Sagu POM- updated 01/09/2023 	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>There have been no changes compared to the previous year when FGV Bukit Sagu adhered to the policies outlined in the Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020). This policy was established to define the objectives and guidelines for FGV Holdings Berhad and its Group of Compliance in order to fulfill FGV's commitment to sustainability matters.</p> <p>Additionally, the Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was put in place. This policy incorporates various aspects related to maintaining a code of ethical conduct and integrity.</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>As per conversation with the management, compliance and implementation of policy through tendering process which will be approved by regional office base on quotation submitted from contractor. Other than that, there is audit from Group Internal Audit (GIA) which will conduct the audit base on sampling for each region.</p>	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements	The CU continued to comply with the legal requirements as per indicator. Compliance to each applicable law and regulation is monitored by the	OFI

	<p>- Critical (Major) compliance -</p>	<p>operating units and sustainability team. Among the evidence of compliance verified are as follows:</p> <p><u>BSPOM</u></p> <ul style="list-style-type: none"> - MPOB License #500202104000, valid until 31/03/2024 - CF for UPV, #PMT-PH/21 39071, valid until 17/10/2024 - Permit to store diesel, #C001796, valid until 08/04/2024 - Permit to extract water source, #0067, valid until 31/12/2023 - Bukit Sagu POM: JTK Salary deduction permit; Serial no. PP 3/34/1385; Date: 28/1/2009 <p><u>BS04</u></p> <ul style="list-style-type: none"> - MPOB License #558968002000, valid until 28/02/2024 - Permit to store diesel, #C002547, valid until 04/09/2024 - BOFA/AED Competency #SAC-222-6040, valid until 01/04/2025 - CF for compressor #PH PMT 82031, valid until 09/06/2024 - CF for compressor #PH PMT 82032, valid until 09/06/2024 <p><u>BS06</u></p> <ul style="list-style-type: none"> - MPOB License #559597002000, valid until 31/03/2024 - Permit to store diesel, #PHG/PD/K/9/87, valid until 06/08/2024 <p><u>BS07</u></p> <ul style="list-style-type: none"> - JTK authorization letter ref. # (22) dlm BHG .PU/9/129 Jld 23 dated 26/4/2016 for workers' salary deduction of electricity, water and medical 	
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		<ul style="list-style-type: none"> - MPOB License #559045002000, valid until 29/02/2024 - Permit to store diesel, #C003268, valid until 11/10/2024 - Permit to store petrol, #C003984, valid until 23/11/2023 <p><u>BS08</u></p> <ul style="list-style-type: none"> - MPOB License #559045002000, valid until 29/02/2024 - Permit to store diesel, #C001863, valid until 26/04/2024 - Permit to store petrol, #PK/2023/B/C-000334, valid until 17/06/2024 <p>Nonetheless, a total of 302 worker permits, involving individuals from Bangladesh, Indonesia, and India, have been awaiting renewal since 2021 across all estates under Bukit Sagu CU. To address this matter, the management has proactively initiated a meeting with the Director of Malaysia Immigration on 15/08/2023 to explore the most effective solutions.</p> <p>Furthermore, a management meeting was convened on 28/08/2023, where a Gantt chart was presented. This chart outlines the management's expectations for resolving the backlog issues by July 2024.</p> <p>An Opportunity for Improvement (OFI) has been raised as part of the mechanism for auditors to verify the implementation during the upcoming audit.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The mechanism is guided by Manual Procedure, Perundangan Dan Lain-Lain Keperluan Kawalan (Legal and Other Requirements) [FPI/L2/QOSHE-2.0]. The Assistant Mill and/or Estate Managers are the persons responsible to conduct the evaluation of compliance. In the legal register there is a column to record the status of compliance and it was done by the assistant managers. The report of status of compliance helps the</p>	Complied

		management to get the information about non-compliance with legal requirement (if any) and subsequently take the necessary action.	
2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	Bukit Sagu POM boundaries with Felda Bukit Sagu 2 is clearly demarcated with security fences. The fences are well maintained and visible. The mill is located on its own land with the land title (No. H.S.(D): 17995; Lot Number: PT 1129) owned by Felda Palm Industries available for verification. There are a few methods of demarcation practiced by the sampled estates which among others field roads, trenches, and erection of concrete pegs. Based on site visits at the boundaries of the estates with third parties such as villages, local premises, forest reserve, and other plantation companies showed that the demarcations were visibly maintained and no planting beyond the boundaries were observed.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	List of contracted maintained in the document "Senarai status stakeholder luaran dan dalaman" which detail up information such as address, contact person and numbers, and email. 1) FGVPM Bukit Sagu 04 Estate List has been updated on 26/05/2023 which has listed 2 contracted parties which are Buj Technology Enterprise (waste collection) and FGV transport services Sdn Bhd (for FFB transport) 2) FGVPM Bukit Sagu 06 Estate There are 2 contracted parties in FGVPM Bukit Sagu 06 Estate which is for FFB transport that are Mahu Berjaya Sdn Bhd and FGV Transport Services Sdn. Bhd 3) FGVPM Bukit Sagu 08 Estate There are 3 contracted parties in FGVPM Bukit Sagu 08 Estate which are Syabasku Jaya Enterprise (Hiring machineries, FGV	Complied

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		<p>Transport Services Sdn Bhd (FFB transport)and Mahu Berjaya Enterprise (FFB transport)</p> <p>4) FGVPM Bukit Sagu 07 Estate There are 2 contracted parties in FGVPM Bukit Sagu 07 Estate which is for FFB transport that are Nalar Gemilang Sdn Bhd and general waste disposal, BUJ Technology Enterprise.</p> <p>5) FGVPI Bukit Sagu POM There are 7 contracted parties for FGVPI Bukit Sagu POM which mainly for CPO and PK transport. Sample has been taken for contractors which are Bakticon Engineering Sdn. Bhd, Ditali Sdn Bhd and Era Jaya Enterprise.</p>	
<p>2.2.2</p>	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Contract agreement which included clause on meeting applicable legal requirements sighted for all contractors for each operating units which clearly stated in the supplier code of conduct, FGV Holdings Berhad. Details as per below:-</p> <p>1) FGVPM Bukit Sagu 04 Estate</p> <ul style="list-style-type: none"> i. Buj Technology Enterprise (waste collection), contract agreement 21/09/2022 contract number 5300009370 ii. FGV transport services Sdn Bhd (for FFB transport) dated 01/01/2023 contract 5300009831 <p>2) FGVPM Bukit Sagu 06 Estate</p> <ul style="list-style-type: none"> i. Mahu Berjaya Enterprise ii. FGV transport services Sdn Bhd <p>3) FGVPM Bukit Sagu 07 Estate</p> <ul style="list-style-type: none"> i. Nalar Gemilang Sdn Bhd contract agreement reference number (60)/FGVPM/SPK/Contract management/2022 dated 30/12/2022 	<p>Complied</p>

		<ul style="list-style-type: none"> ii. BUJ Technology Enterprise Sdn Bhd agreement number 5300009497 dated 30/10/2022 <p>4) FGVPI Bukit Sagu POM</p> <ul style="list-style-type: none"> i. Bakticon Engineering Sdn Bhd, CPO transport dated 13/12/2022 ii. Ditali Sdn Bhd, CPO transport , 13/12/2022 iii. Era Jaya Enterprise, dated 06/12/2022 	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Contract agreement which included clause disallowing child, forced and trafficked labour. Where young workers are employed. Details as per indicator 2.2.2.</p>	Complied
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>Verified list of direct sourced FFB supply to FGVPI Bukit Sagu Palm Oil Mill. The Palm Oil Mill management managed to obtain the required information from the directly sourced FFB supplier. The information contains details such as:</p> <ul style="list-style-type: none"> - Source of FFB - Address of plantation/dealer - MPOB license and Validity - Coordinate and size of plantation 	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>There are several collection centres supplying FFB to Bukit Sagu POM. However, the evidence as listed in Indicator 2.3.1. has yet to be obtained for most indirectly sourced FFB by the mill. This lapse had been raised as non-conformity in the previous assessment. Thus, the NCR is escalated to Critical. At the point of this assessment, registration of this case in RSPO's Interim Measure For Fulfilment Of Indicator 2.3.2 has yet to be made.</p>	Non-compliance

Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Bukit Sagu POM and FGVPMSB Estates have documented an annual business plan in the form of annual budget and the projection for 3 years (until 2026) which is prepared as guidance for future planning. The business plan contains the information about FFB processed, Estimated CPO Price, Estimated PK Price, Estimated Shell Price, Estimated Sludge Oil Price. The sampled estates are implementing the similar concept with the mill. The estates' business plans contain Projected Crop, Maintenance & Supervision, General Charges and Financial Cost.</p>	Complied
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>An annual replanting programme is available projecting the proposed replanting programme from 2023 to 2028. Based on the programmes, there will be no replanting for the next 5 years due to none of the planting phases reach the age of 25 years in the next 5 years.</p>	Complied
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>FGVPISB Bukit Sagu POM's Management Review is done annually and was last conducted on 16/08/2023. It was chaired by the Mill Manager, and attended by 13 key personnel which includes AMs, staffs, office clerk, lab analyst, weighbridge clerk, etc.</p> <p>Based on the minutes of meeting, the following agendas were adequately recorded:</p> <ul style="list-style-type: none"> • Internal Audit Report • Environmental aspect • SIA action plan • Production • Follow up action from previous management review • Safety & Health • Continual improvement manual 	Complied

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		<ul style="list-style-type: none"> • Other business <p>The sampled estates Management Review meetings were done annually and were last conducted in 08/08/2023 (BS04), 09/08/2023 (BS06), 10/08/2023 (BS07), and 07/08/2023 (BS08). It was chaired by the respective Estate Managers, and attended by key personnel which includes AMs, staffs, office clerks, etc.</p> <p>Based on the minutes of meeting, the following agendas were adequately recorded:</p> <ol style="list-style-type: none"> 1) Results of internal audits 2) Customer (internal/external) feedback 3) Process performance and product conformity 4) Status of preventive and corrective actions 5) Follow-up actions from management reviews 6) Changes that could affect the management system 7) Recommendations for improvement 	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
3.2.1	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Continuous improvement plan for the social aspect has been recorded in the comprehensive social management plan, which encompasses all relevant social aspects. Samples have been collected to demonstrate this:</p> <ol style="list-style-type: none"> a) The management will guarantee that all employees are provided with liveable and comfortable housing, along with subsidized electricity and water. b) To ensure that all employees are compensated in accordance with the latest minimum wage regulations in Malaysia. 	Complied

		<p>c) To effectively carry out the consultation and communication procedures, as well as address complaints and grievances promptly to ensure that any requests or grievances are responded to in a timely manner.</p> <p>d) To ensure that employees are furnished with employment contracts and receive pay slips for transparent communication regarding their employment terms and compensation.</p> <p>Both the mill and supply base estates have formulated primary social and environmental improvement plans, as outlined in the Continuous Improvement Plans. These Continuous Improvement Action plans have been crafted in response to identified areas and concerns that have been raised and are documented in the Social Management Plan, Occupational Safety and Health (OSH) Plan, and Environmental Plans. These plans reflect a commitment to addressing and enhancing social and environmental aspects in the operations, based on specific areas and issues of importance.</p> <p>Sample of environment plans is as the following:</p> <ol style="list-style-type: none"> 1. Optimize the IPM Management to cater the need to reduce the pesticides 2. No Open Burning signages all over the estate, 3. Preventive maintenance to optimize the diesel consumption and reduction of diesel consumption. 	
3.2.2	As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].	Bukit Sagu POM Certification Unit has filled its RSPO metrics template version 2.1 and submitted to the CB prior to this assessment. Based on verification through various documents such as land titles, JKPP report, employees register, computer software recording system, to name a few, the data reported in the metrics template were found to be accurate.	Complied

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	<p>PROCEDURAL NOTE:</p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>		
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Documented Standard Operating Procedures (SOPs) for FGVPISB Bukit Sagu POM were available and maintained in a file. There were 16 SOPs [doc. No.: FPI/L3/1-01 to FPI/L3/16-01] in total which covered the entire operation of the mill including administration. The SOPs were established on 02/01/2001 and last updated on 23/10/2017.</p> <p>For the estates, "<i>Manual Ladang Sawit Lestari</i>" (Oil Palm Plantation Sustainability Manual) is in place.</p>	Complied
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>FGV has established mechanism to check the consistency of procedure established such as 'Ketua Zon' visit, RC visit, internal audit or internal request email. Sighted the 'Ketua Zon' visit report recorded in the Management Visit logbook.</p> <p>Mechanism to check consistent implementation of procedure is through Internal Audit, Mill Advisor and Regional compliance unit Visit. Internal Audit is planned twice a year by Sustainability Department, refer to internal audit carried out at specific operating units.</p> <p>FGV has established a Buffer Zone Management Procedure (Reference Number: FGVPM/L2/PAS-03, dated 23/01/2020), outlined in section 6.4 titled "Pengurusan Zon Penampan." This procedure specifies the buffer zone dimensions based on river width and the placement of buffer zone markers. During a site visit to Bukit Sagu 08 Estate Block 9 PM04L, it was</p>	Non-compliance

		observed that the implementation of the buffer zone areas and the placement of buffer zone markers deviated from the requirements outlined in the procedure. Thus, a minor NC was raised.	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	The practices consistently monitored by mill and plantation advisors and recommendations for improvements are given to maintain the sustainable practices. Mill advisor, Operation Technical Officer, Regional General Manager visits the operating units to ensure implementations of procedures are consistent.	Complied
Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -	Latest assessment for social impact has been conducted in September 2023 which previously done in September 2022 done by Mr. Ahmad Akram Abdul Jalal and Mr. Azwan Muhammad from sustainability compliance and certification department and the scope of the assessment are for FGVPI Bukit Sagu POM and supply bases. Latest assessment conducted based on participatory ways where input has been collected base on the stakeholders consultation done at Dewan Auditorium Akademi Latihan FGV (ALAF), Jalan Bukit Kuantan and minutes meeting documented in "Laporan Program Konsultasi Bersama pihak berkepentingan mengenai komitmen kelestarian" dated 05/09/2023. Several issues on negative impact has been identified and details as per below <ul style="list-style-type: none"> a) The concerns of the supervisors regarding the influx of many Indian workers have led to constraints in terms of language and culture. This will hinder communication with the workers and may result in work productivity not reaching the expected level. b) Current gender committee unclear about the mechanism to lodge complaint regards to sexual harassment 	Complied

		<p>c) Grievance by local and foreign workers on changes of working hours where the management implement longer working hours which will affect momentum of works.</p> <p>d) Workers' complaint on New salary payment through mechantrade merchantrade e wallet which there are less of shops that provide facilities to withdraw the money.</p> <p>FGVPISB Bukit Sagu POM has conducted Environmental Aspect and Impact Assessment for all its' activities in year 2023. The environmental Assessment findings are recorded in document titled Identification of Environmental Aspect and Evaluation of Significance Form. Refer to FPI/L4/OHSE 1.7 Pindaan 1 dated 24/01/2023. The Environmental Risk Assessment has covered 16 keys activities of the mill such as Main Entrance, Weighbridge, Grading, Loading ramp, Sterilizer Crane, Threshing, Press, EFB conveyor, Oil room, Oil tank – CPO, etc.</p> <p>FGV Holdings Berhad has established Environmental Policy signed by Group Chief Executive Officer dated 05/11/2021. Refer doc no FGV/GHR/HSEQ/POL/004.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>There is evidence that issues that has been highlighted in the assessment has been included int the management plan which has been established in participatory ways with consultation with the stakeholders. Management plan established documented in the "Pelan Pengurusan (Management Plan) bagi impak sosial (Negatif) for each operating units including mills.</p> <p>b) The concerns of the supervisors regarding the influx of many Indian workers have led to constraints in terms of language and culture. This will hinder communication with the workers and may result in work productivity not reaching the expected level.</p> <p><u>Management plan</u></p>	Complied

		<ol style="list-style-type: none"> 1. Management using the services of language interpreters among senior employees in providing explanations and briefings to employees." 2. Training SOP (Standard Operating Procedure) is provided in the form of illustrated modules or pictograms to facilitate employees' understanding." 3. Integration between local and foreign workers through recreational activities in order to improve relationships. <p>c) Grievance by local and foreign workers on changes of working hours where the management implement longer working hours which will affect momentum of works.</p> <p><u>Management plan</u></p> <p>The management of the project seeks to obtain the total number of workers and personnel who are affected (disagree) with the new work schedule changes, along with clearly stated reasons. Management will present this information for the attention of the regional management or JTK HQ to reconsider a more suitable work schedule.</p> <p>The certification unit has established and documented Environment Improvement Plan to promote positive impact for year 2023. The Management Plan has been documented in Identification of Environmental Aspect and Evaluation of Significance Form. The management has planned the program to promote the positive impact. The program was incorporated in the management plan. The objectives as follows.</p>	
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		<ul style="list-style-type: none"> • Objective: Maximizing Recycling (EFB, Empty fertilizer bag, Triple Rinse for Empty pesticides container). • Objective: Prevention of pollution of GHG emission (reduce diesel usage, use of organic fertilizer, zero burning ect). • Reduce Use of Chemicals based Pesticides (Additional Barn Own, Beneficial Plant -Turnera, cassia, antigonan, grass cutting. 	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>There is evidence that social management plan has been implemented where the implementation has been verified base on the documentation and interview with the workers itself</p> <p>a) The concerns of the supervisors regarding the influx of many Indian workers have led to constraints in terms of language and culture. This will hinder communication with the workers and may result in work productivity not reaching the expected level.</p> <p><u>Management plan</u></p> <ol style="list-style-type: none"> 1. Management using the services of language interpreters among senior employees in providing explanations and briefings to employees." 2. Training SOP (Standard Operating Procedure) is provided in the form of illustrated modules or pictograms to facilitate employees' understanding." 3. Integration between local and foreign workers through recreational activities in order to improve relationships. <p><u>Implementation</u></p> <ol style="list-style-type: none"> 1. Sighted that workers representative has been elected base on the election which one of the responsible as translator for newly recruited workers 	Complied

		<p>2. Activities such as football match, community activities others has been done during the weekend and public holiday</p> <p>b) Grievance by local and foreign workers on changes of working hours where the management implement longer working hours which will affect momentum of works.</p> <p><u>Management plan</u></p> <p>The management of the project seeks to obtain the total number of workers and personnel who are affected (disagree) with the new work schedule changes, along with clearly stated reasons. Management will present this information for the attention of the regional management or JTK HQ to reconsider a more suitable work schedule.</p> <p><u>Implementation</u></p> <p>Communication of the working hours has been done by the management during the morning muster briefing and feedback has been collected by the management. Base on management plan, feedback will be submitted to JTK HQ in October 2023.</p> <p>As for the Environmental Management and Monitoring Plan, it has been implemented and reviewed on annual basis with participation of relevant stakeholders and workers. The implantation of the Environmental Management and Monitoring Plan were mainly focused on environmental conservations and reductions of pesticides and fossil fuels. Among the implementation that were verified included the implementation of IPM in the estates such as the well-established beneficial plants, segregation of waste and disposal in accordance with legal requirements, bi-annual monitoring of smoke emission at the mill, well established buffer zones and periodic water quality monitoring among others. The Environmental Management and Monitoring Plan is reviewed yearly, usually at the</p>	
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		beginning of the year with inputs obtained from the management and workers representatives	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable. - Minor Compliance -	<p>FGV has formulated the "Guidelines for the Recruitment and Appointment of G7 General Workers (Doc No.: 2020/1, Rev. 3 dated 01/05/2020)" specifically tailored for FGV Palm Industries Sdn Bhd's mill. The FGV Human Resources Department has also compiled a comprehensive list of policies and procedures under the name "Main List of Human Resources Department Policies and SOPs (JYK)." Within this framework, the "Socialization & Interview Process" outlined in Document No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 governs the recruitment of foreign workers and constitutes an integral component of the overall procedure.</p> <p>Furthermore, there is a set of guidelines related to the recruitment of foreign workers, documented in the document titled "Guidelines for the Release and Reception Process of New Workers at the Malaysian Entry Points," identified by document number FGV/JTK/MAN001-06.</p> <p>The FGV Group, as a whole, has also established comprehensive "Guidelines and Procedures for the Responsible Recruitment of Foreign Workers," which is dated 27/06/2019.</p>	Complied
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	FGV Holdings Berhad have signed an agreement with the approved agents for all countries and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from the workers during the recruitment process. The cost of the recruitment process was detailed in the agreement. While for local workers, new applicant need to fill up application, undergo interview process and medical examination. Sample of various newly recruited	Complied

		<p>workers has been taken and verified. There is evidence that the employment procedure has been effectively implemented. Further confirmation done through interview with the newly recruited workers. Details of sample of newly recruited workers as per below</p> <p><u>FGVPM Bukit Sagu 04 Estate</u></p> <ul style="list-style-type: none"> a) Assu Miah – recruited on 16/08/2022 b) Mohd Hasri bin Mohd Salleh recruited on 15/05/2023 c) Foysal- recruited on 16/08/2022 <p><u>FGVPM Bukit Sagu 06 Estate</u></p> <ul style="list-style-type: none"> a) Mahto Chanderma workers ID FW03681163 recruited on - 23/06/2023 b) Prasad Roshan Kumar ID FW03681164 recruited on 23/06/2023 	
<p>Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
<p>3.6.1</p>	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -</p>	<p>The certification unit has assessed and identified significant hazards and risks and determined appropriate risk control measures. The hazard identification, risk assessment and determining control (HIRADC) records, as well as CHRA reports were verified during the assessment. For example, CHRA for FGVPISB Bukit Sagu POM was last conducted on 27/07/2019 by registered assessor [#JKKP HIE 127/171/2/(8)]. Noise Risk Assessment (Baseline) was last conducted on 25/07/2020 by a registered assessor [#HQ/18/PEB/00/00021].</p> <p>The sampled estates had assessed and identified significant hazards and risks and determined the appropriate risk control measures. The hazard identification, risk assessment and determining control (HIRADC) records, as well as CHRA reports were verified during the assessment. CHRA for the sampled estates were last conducted as follows:</p>	<p>Complied</p>

		<ul style="list-style-type: none"> - BS04 – last conducted on 19/06/2019, ref.: HQ/08/ASS/00/85-2019-0007 Additional: 31/05/2023 by the same assessor - BS06 – last conducted on 12/11/2018, ref.: JKPP HIE 127/171/2(8)-2017/081 - BS07 – last conducted on 09/01/2019, ref.: JKPP HIE 127/171/2(8)-2017/097 - BS08 – last conducted on 14/09/2022, ref.: HQ/10/ASS/00/8 2022/063 	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	The effectiveness of OHS plan is monitored through various platforms such internal audit, workplace inspection by safety officer and safety committee meeting. All the reports for internal audit, workplace inspection and meeting minutes were well maintained and made available for verification.	Non-compliance
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	The mill and estates have established an annual training programme for the year 2023 that covers various aspects such as policies, best practices, OSH, environment other trainings related to third party.	Complied
3.7.2	<p>Records of training are maintained.</p> <ul style="list-style-type: none"> - Minor Compliance - 	Training records for employees available and maintained at the office. Records were verified on a sampling basis that covers all aspect of training and RSPO P&C requirement. Records of training were well maintained and made available for verification.	Complied

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3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified all relevant personnel involve in supply chain system such as Mill Manager, Asst. Mill Manager, Laboratory Attendants and Weighbridge Operator.</p> <p>The mill conducted the training need analysis for the personnel identified in SCCS. Latest training was conducted on 28/08/2023.</p>	Complied
Criterion 3.8: Supply chain requirement for mills			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	NA as the mill opted for MB model.	Not Applicable
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	Bukit Sagu POM received and processed both RSPO certified and non-certified FFB hence applied Mass Balance Module for its supply chain. Bukit Sagu 4 Estate, Bukit Sagu 6 Estate, Bukit Sagu 7 Estate and Bukit Sagu 8 Estate are currently the RSPO certified FFB suppliers of Bukit Sagu POM which consists of about 45% of its overall FFB received.	Complied

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3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in Table 10 of this public summary report.	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	Registration of transaction is done through the utilisation of RSPO Palmtrace. Verification of the RSPO Palmtrace showed that the mill has met all the registration and reporting requirements.	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. 	<p>Documented procedure for supply chain has been documented in the procedure title “Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021. Stated in the procedure, responsibilities of the person in charge, supply chain model, transaction, purchase and selling.</p> <p>Training records for supply chain has been done and verified based on the training records dated 28/08/2023</p> <p>Appointment letter signed document number (01) RSPO/SCC dated 23/08/2023 to assistant manager, weighbridge clerk, operational supervisor, area quality supervisor, executive assistant and lab analyst.</p> <p>Documented procedure for receiving and processing has been documented in the procedure with supply chain in clause Prosedur Operasi Standard (SOP), RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021; Section - 6.6.</p>	Complied

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	d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.		
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 28-29/08/2023 and which have raised 1 Critical Non-Conformities.</p> <p>The internal audit has raised the Non Conformity on the 3.8.16 regarding the transaction and announcement in the RSPO Palm Trace System. The finding were closed with correction and corrective action verified.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>The accompanying documents of incoming FFB from own estate are estate's weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt. The estate's ticket number is recorded in the mill's ticket number.</p> <p>There has been no projected overproduction. Nonetheless, based on interview with the staff, the facility is aware of this requirement.</p> <p>The mechanism for handling non-conforming FFB and/or documents is addressed under "RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated</p>	Complied

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		07/01/2021, section "Notis Amaran/Handling Non-conformance Material & Document" which reads if the FFB supplied found to be not certified after being processed, the CPO or PK shall be downgraded to non-certified.	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ol style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>Minimum information for RSPO certified products is made available in a few documents such as weighbridge ticket, gate-pass, certificate of analysis, etc.</p> <p><u>Palm Kernel</u></p> <p>Sampled Contract: RSPG2448G</p> <p>Buyer: name and address were stated in sales contract (<i>but not disclosed in this report</i>)</p> <p>Seller: Kilang Sawit Bukit Sagu</p> <p>Delivery order: L00000129/2023</p> <p>Cargo weight: 45.95 mt</p> <p>Commodity: RSPO-certified 100%</p> <p>Certificate number: RSPO 666409</p> <p>Unique identification number – shipping instruction/confirmation</p> <p>Shipping announcements were made by FGV marketing department located at Kuala Lumpur headquarter. The list of announcements made can be accessed in the RSPO PalmTrace.</p>	Complied
3.8.9	<p>Outsourcing Activities</p> <ol style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where the mill outsources activities to independent third parties (e.g. subcontractors for 	<p>Transportation of CPO and PK is done by FGV's sister company i.e., FGV Transport Services Sdn Bhd. As per contract agreement, the contractor is required to comply with all the RSPO SCCS requirements. There is also a clause to require the contractor to provide relevant access for duly</p>	Complied

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	<p>storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>Information about the name and contact details of the contractor was made available by the mill for verification.</p>	<p>Complied</p>
3.8.11	<p>The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new</p>	<p>The mill is aware about they are to inform the CB the names and contact details of any new contractors used for physically handle the RSPO</p>	<p>Complied</p>

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	contractor used for the physical handling of RSPO certified oil palm products.	certified products. Nonetheless, there was no new outsourced party engaged.	
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements. ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock. iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis. b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO. c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. 	<p>FGVPISB Bukit Sagu Palm Oil Mill has maintained the accurate, complete, up-to-date, and accessible records and reports covering all aspects of these RSPO Supply Chain Certification requirements.</p> <p>In the RSPO Supply Chain certification (Kilang Sawit) document number SOP:FGV/GSD-SCCS/SOP/007 ver. 01 dated 07/01/2021, it has been defined that the retention time for all records and report is at least 2 years.</p> <p>Mass balance recording is done through utilization of "LAPORAN TAHUNAN BTS ISCC/RSPO/MSPO (Tahun)" [Annual Report of FFB ISCC/RSPO/MSPO (Year)]. It is a computerized system where certified and non-certified material and products movement is recorded. Based on verification of Mass Balance recording, it was found that the certified CPO and/or PK were always delivered from positive stock.</p>	Complied

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	However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.		
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	Conversion factor of CPO and PK production is depending on the actual OER and KER. Nonetheless, in forecasting the future productions, the OER and KER are estimated based on experience and performance. It was verified that the estimated OER and KER mentioned in Table 10 are in line with the mill's previous performance.	Complied
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	The facility is using the actual extraction rate and therefore updating of rates is not necessary. Nonetheless, in forecasting the future productions, the OER and KER are estimated based on experience and performance. It was verified that the estimated OER and KER mentioned in Table 10 are in line with the mill's previous performance.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	NA as the mill opted for MB model.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p>	Shipping announcement in the RSPO PalmTrace platform is carried out by the mill when RSPO certified products are sold as certified to buyers. RSPO certified volumes sold conventional were removed in the RSPO PalmTrace. There has been no removal due to sales under different scheme, underproduction, or loss or damage.	Complied

	ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.		
3.8.17	Claims The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.	The RSPO trademark was not employed, but the facility possesses an understanding of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.	Corporate information can be verified by visiting the company's website at https://www.fgvholdings.com/ . FGV Holdings Berhad has stated that they have acquired RSPO certification and adhere to RSPO standards. Notably, the RSPO trademark is not utilized on the website.	Complied
4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member's history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership	In corporate communications, FGV Holdings Berhad has stated under "Standards and Certification" that they are a member of RSPO: FGV was amongst the first agricultural companies to obtain the <u>RSPO</u> mill certification in 2010. The website does not display RSPO trademark.	Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	FGV Bukit Sagu POM does not use the RSPO corporate logo.	Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe	FGV Bukit Sagu POM does not make any statement that may lead to believe that RSPO memberships by itself implies the selling of RSPO certified oil palm product.	Complied

	that RSPO membership by itself implies the selling of RSPO certified palm oil products.		
4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • “We have been sourcing RSPO certified palm oil since (YEAR).” • “We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year.” • “We have been RSPO certified since (YEAR).” • “We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil.” • “In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified.” • “Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits.” • “We are RSPO certified. Ask us for our RSPO certified products.” 	No evidence of RSPO corporate logo used by FGV Bukit Sagu POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document, and promotional material etc.)	Complied
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p>	NA as the mill is an RSPO member under its parent company, FGV Holdings Berhad.	Not Applicable

	<p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	NA as no product specific communication is made.	Not Applicable
5.1.2	Product-specific communications are voluntary.	NA as no product specific communication is made.	Not Applicable
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	NA as no product specific communication is made.	Not Applicable

5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	NA as no product specific communication is made.	Not Applicable
5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 	NA as no product specific communication is made.	Not Applicable
5.1.6	Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules	NA as no product specific communication is made.	Not Applicable

	contained within this document and that the claim itself can be supported through a certified supply chain		
5.2 Off pack claims			
5.2.1	Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.	NA as no off-pack claim is made.	Not Applicable
5.2.2	When confirming the sale of certified palm oil products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	NA as no off-pack claim is made.	Not Applicable
5.2.3	Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options: <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products, it is essential that customers are aware that the products have been made on behalf of the distributor or 	NA as no off-pack claim is made.	Not Applicable

	<p>wholesaler, with specific evidence either through on pack claims or documentation.</p> <ul style="list-style-type: none"> • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 		
5.3 On pack claims			
5.3.1	<p>Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.</p>	NA as no on-pack claim is made.	Not Applicable
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable

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	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* • Supports the production of RSPO certified palm oil* • Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	NA as no on-pack claim is made.	Not Applicable
5.3.3	On pack claims shall not include information about the claimant’s RSPO membership status.	NA as no on-pack claim is made.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers’ RSPO membership status.	NA as no on-pack claim is made.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	NA as no on-pack claim is made.	Not Applicable

5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	NA as no on-pack claim is made.	Not Applicable
MODULE A – IDENTITY PRESERVED			
	95% of the palm oil content must be RSPO IP certified.	NA as the mill opted for MB model.	Not Applicable
	If 100% of RSPO IP certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	NA as the mill opted for MB model.	Not Applicable
Messaging			
	<p>Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:</p> <ul style="list-style-type: none"> • The palm oil products contained in this product have been certified to come from RSPO sources. www.rspo.org • By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: www.rspo.org • RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. www.rspo.org • Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. www.rspo.org • The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org 	NA as the mill opted for MB model.	Not Applicable

	<ul style="list-style-type: none"> RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. www.rspo.org 		
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> RSPO Trademark that includes the tag "CERTIFIED"; or RSPO Trademark that includes the tag "This product contains certified sustainable palm oil". 	NA as the mill opted for MB model.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	CPO and PK produced only from RSPO certified FFB is considered/claimed as RSPO MB Certified. The Mass Balance sheet was verified and confirmed that those CPO and PK produced from uncertified source is not claimed. Thus, those RSPO MB-certified material is considered to content 100% RSPO MB certified oil palm content.	Complied
	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	Bukit Sagu POM only applies MB model, and the conventional CPO are downgraded from MB whenever demanded.	Complied
Messaging			
	Messaging ALLOWED in storytelling in product-specific communications includes:	No evidence of storytelling in product related communication. Hence, this requirement is not applicable.	Not Applicable

	<ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil products]/[palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations. 		
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	NA as RSPO Trademark is not used by the facility.	Not Applicable
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment	FGV Holdings Berhad has formulated a Group Sustainability Policy, denoted as Policy No.: FGV/SED/POL/001 and dated 17/11/2020. This policy underscores the company's unwavering commitment to uphold human rights, adhering to internationally recognized human rights principles and standards as outlined in the Universal Declaration of Human Rights (UDHR) and other pertinent international human rights accords, always in accordance with the legal frameworks of the countries and	Complied

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	<p>by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>territories within which the FGV Group operates. In the discharge of its duty to respect human rights, FGV Group draws guidance from the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p> <p>The procedure has been communicated to all stakeholders during the stakeholders meeting that has been conducted at Dewan Auditorium Akademi Latihan FGV (ALAF), Jalan Bukit Kuantan and minutes meeting documented in "Laporan Program Konsultasi Bersama pihak berkepentingan mengenai komitmen kelestarian" dated 05/09/2023</p> <p>While for all workers, the management of each operating units communicate the policy during the morning muster call, details as per below: -</p> <ol style="list-style-type: none"> 1. FGVPM Bukit Sagu 04 Estate- 19/07/2023 2. FGVPM Bukit Sagu 06 Estate- 19/04/2023, 18/04/2023 3. FGVPM Bukit Sagu 07 Estate-15/03/2023 4. FGVPM Bukit Sagu 08 Estate- 14/06/2023 5. FGVPI Bukit Sagu POM- 01/03/2023 	
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad prohibits any form of harassment in their operation as per policy that has been established. Interview with the workers and stakeholders confirmed that they are aware of prohibition for any harassment by the management and action will be taken for any cases of harassment that happen. As verified during the audit, there was no harassment cases that has happen in FGVPI Bukit Sagu POM and all operating units that been confirmed through interview with both workers and stakeholders.</p>	Complied
<p>Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties</p>			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of</p>	<p>FGV Holdings Berhad maintain to adopt Standard Operating Procedure (SOP) titled "Menangani Aduan dan Rugutan" with Document Number FGV/ML-1A/L2-Pr13 dated April 1, 2019. This procedure has been put in</p>	Complied

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	<p>complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>place to establish a systematic approach for both internal and external stakeholders to register complaints and grievances with the management. Clause 7.0 of the SOP explicitly states that the information provided by complainants will be kept confidential, ensuring their anonymity throughout the entire process. The timeline for addressing and resolving these complaints and grievances is as follows:</p> <p>Stage 1: Operating Unit - Response within 14 days Stage 2: Regional Office - Response within 14 days Stage 3: FGV Holdings Berhad, Human Resources Department - Response within 60 days</p> <p>In summary, complaints and grievances directed to the operating unit and those escalated to the regional office will receive a response within 14 days, whereas those brought to the attention of FGV Holdings Berhad's Human Resources Department will be addressed within 60 days.</p> <p>Furthermore, the company has provided channels for reporting grievances on its official website, which can be accessed at https://www.fgvholdings.com/whistleblowing/.</p> <p>These reporting options include written communication, email, in-person reporting, or a toll-free hotline call. Stakeholders also have the alternative of using a whistleblowing electronic form available at https://www.fgvholdings.com/sustainability/grievance/# to submit their grievances.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>Efforts to disseminate information about these SOPs have been undertaken, ensuring that all employees at each operating unit are familiar with the procedures. This dissemination was carried out during the morning muster call for workers and during stakeholder consultations, confirming that all workers are well-informed about the process for</p>	Complied

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		<p>lodging complaints. Records of training has been sighted and verified as per below</p> <ol style="list-style-type: none"> 1. FGVPM Bukit Sagu 04 Estate- 19/07/2023 2. FGVPM Bukit Sagu 06 Estate- 19/04/2023, 18/04/2023 3. FGVPM Bukit Sagu 07 Estate-15/03/2023 4. FGVPM Bukit Sagu 08 Estate- 14/06/2023 5. FGVPI Bukit Sagu POM- 01/03/2023 <p>As per interview with sample of the workers, there is evidence that workers can demonstrate their understanding on the grievances procedure which include foreign workers from Bangladesh and India.</p>	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Records of complaint have been maintained in logbook title "Buku Aduan" and has been maintained since 2019 for each operating unit. Verification done and found out that that the major complaint is on replacement for harvesting equipment and damage at workers housing. There is evidence that all complaints have been responded immediately after the complaint received. It has been confirmed through interview with the workers themselves.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution. Other than that, workers union has been established for both POM and estates which complainant can select to represent them for any complaint.</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			

4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Consultation with local communities has been conducted at all operating units through email and memo which has been sent to all stakeholders and queries if there any contribution required. Other than that, stakeholders have been consulted during the stakeholder meeting. No contributions were requested by the stakeholders during consultation. It has been confirmed through interview with stakeholders, that contribution is upon request and stakeholders able to demonstrate their understanding on the consultation and communication procedure.</p> <p>However, the management has taken initiative to contribute to local communities. Among the contribution to local development made by the estates were:</p> <ol style="list-style-type: none"> 1. Vaccination program for workers including nearby smallholders 2. Monetary contribution for each worker’s school children during starting of schooling session (RM150 for secondary school) and RM100 for primary school. 3. Food contribution for workers infected with COVID-19 viruses. 4. Tree cutting program and grass cutting at nearby primary and secondary school 5. Open job opportunity to local communities by advertising the vacancy position through display at groceries shop and spread the information through WhatsApp. 	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV’s palm oil mills. While for POM, government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated</p>	Complied

	- Critical (Major) compliance -	<p>25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023.</p> <p>FGVPM Bukit Sagu 04 Estate has the legal land use rights, and the land is belonged to FELDA. This has verified through the land title #11536, Lot No.: 1385, Total area: 127.8 ha (FGVPM Bukit Sagu 04 Estate) and land title #17991, Lot No.: PT 1125, Total area: 328.43 ha (FGVPM Bukit Sagu 06 Estate).</p> <p>a) H.S.(D) 17970, 19.6 Ha b) H.S.(D) 17072, 568.28Ha c) H.S.(D) 17973, 239.94Ha d) H.S.(D) 17974. 82.99Ha e) H.S.(D) 17975. 161.12Ha f) H.S.(D) 17976. 161.12Ha</p> <p>FGVPM Bukit Sagu 06 Estate has the legal land use rights and land is belong to Lembaga Kemajuan Tanah Persekutuan (FELDA) leased by FGVPM with total land area 1926.68Ha. Verification has been done through land title as per below.</p>	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no evidence of any use local community land that requires negotiations or agreements detailing FPIC processes. Details of the land ownership are as per Indicator 4.4.1 above. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable

	groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -		
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	There is no evidence of any local community land that requires discussions or with affected community groups. Details of the land historical ownership are as per Indicator 4.4.1 above. Therefore, this indicator is not applicable.	Not Applicable
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There is no evidence of any local community land that requires maps of appropriate scale showing the extent of recognized legal, customary or user rights affected local communities. Therefore, this indicator is not applicable.	Not Applicable
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	All available relevant documents are as per details in Indicator 4.4.1 which show legal ownerships of each operating units above. There is no land conflict involved and no proposed benefit sharing nor legal arrangements. All palms that have been planted has entered 2 nd cycle of planting. Therefore, this indicator is not applicable.	Not Applicable
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable

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	<p>their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>		
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	There is no evidence of any local community land involved and so this indicator is not applicable.	Not Applicable
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering</p>	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied

	and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -		
4.5.4	To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of	There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied

	<p>eminent domain of the federal and state land acquisition legislations.</p> <p>- Minor compliance -</p>		
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting for all operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.</p>	Complied
<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user 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>			
4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>If there were any negotiation on loss of legal, customary or user rights. Then continue with "Dispute there was no such negotiation due to the historical land usage as reported in 4.4.1, FGV has maintained the procedure "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Applies for 4.6.2</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price</p>	Complied

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4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	There is scheme smallholders that supplying FFB to FGVPI Bukit Sagu POM which under the management of FELDA. This indicator is not applicable to FGV Bukit Sagu certification units.	Not Applicable
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	There are no changes where compensation has not been paid since all lands under FGVPM and FGVPI has been leased base land lease agreement that has been signed on 01/11/2011. Payment of lease has been done by FGV to FELDA on annual basis based on land hectarage and profit from land leased. It has been further confirmed through interview with FELDA settler, local communities on the land issues. Land titles that owned by FELDA has been verified for each operating unit.	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
4.7.1	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	If there were any land acquisitions which relinquished the customary or user rights of local people. FGV has maintained the procedure "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Applies to 4.7.2	Complied
4.7.2	(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in	Complied

		the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There are no customary right lands both operating units under Bukit Sagu Certification Units. It has been confirmed through interview with local communities and neighbouring estate.	Complied
Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There are no customary right lands both operating units under Bukit Sagu Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	There are no customary right lands both operating units under Bukit Sagu Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there	There are no customary right lands both operating units under Bukit Sagu Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Land lease agreement sighted	Complied

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	remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There are no customary right lands both operating units under Bukit Sagu Certification Units. It has been confirmed through interview with local communities and neighbouring estate. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills.	Complied
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous FFB prices were available and calculated based on daily price declared by MPOB. The FFB Purchasing Department will update the daily FFB prices to the mill on a daily basis. Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the weekly FFB prices and FFB prices report for the month of January – August 2023.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	There is evidence that FGVPISB Bukit Sagu POM has communicated the FFB pricing to all smallholders based on the communication records between the management and smallholder. It also has been further verified through interview with 2 smallholders where they can demonstrate their understanding on how FFB pricing has been calculate.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Details of FFB pricing has been outline in the contract agreement between the FGVPISB Bukit Sagu POM and FFB supplier. Sample has been taken for 3 smallholders. Mentioned that FFB pricing will be calculated based on	Complied

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		daily MPOB pricing for both CPO and PK including other cost such as CESS MPOB, transport costs, storage cost and processing cost.	
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company’s website where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers. For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both parties.	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contract agreement sighted for FFB supplier and stated in the agreement on agreed timeframe and there is also evidence that the contract is legal, fair and transparent based on the verification done on the sampled contract agreement. Sample of FFB Sales and Purchase Agreement sampled as the following:</p> <ol style="list-style-type: none"> 1. Company name: Eng Huat Latex Concentrate Sdn Bhd, Date: 01/01/2022 2. Company name: Tai Ichi Enterprise Sdn Bhd, Date: 01/01/2023 	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>The invoices and payment records for the third-party FFB suppliers were sighted and verified. There is evidence that payments has been done on weekly basis. Sample of two FFB supplier taken and found the payment has been done according to payment term. Sample taken on the final week of August 2023.</p> <p>Sample is as the following:</p> <ol style="list-style-type: none"> 1. Eng Huat latex Concentrate Sdn Bhd, Doc No: 34025253899002023, Ref No: 13054 2. Tai Ichi Enterprise Sdn Bhd, Doc No: 34025254199002023, Ref No: 13061 	Complied

5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weightbridge was calibrated by De Metrology Sdn Bhd. Details of the calibration is of the following:</p> <ol style="list-style-type: none"> 1. Serial No: B812577828 dated 06/08/2023 for capacity 80,000 kg (+/-) 10kg. Certificate No: DE18011989 2. Serial No: Co44409186 dated 30/05/2023 for capacity 60,000 kg (+/-) 10kg. Certificate No: DE014036 <p>The calibration is conducted annually.</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>There are no Independent Smallholders within the certification unit of Bukit Sagu Complex.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit as verified during the assessment.</p>	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPISB Bukit Sagu POM is under region 02 has been planned for consultation in 2023.</p>	Complied

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5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPSB Bukit Sagu POM is under region 02 has been planned for consultation in 2023. There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule".	Complied
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPSB Bukit Sagu POM is under region 02 has been planned for consultation in 2023.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Schemed smallholder under FELDA is the only smallholder that supply FFB to FGVPSB Bukit Sagu POM while the others is from collection centres.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Consultation with smallholders has been planned in year 2023 based on the management plan that has been established. As per interview, report will be published once the consultation has been done.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin,	Complied

	- Critical (Major) compliance -	reproductive rights or other forms of discrimination. The policy was available for verification and has been posted at the notice board at each operating unit. The policy also has been given to the stakeholders during the stakeholders meeting as handouts.	
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV Berhad has committed that no recruitment fee imposed to foreign workers. It has been confirmed through interview with workers that has been recruited in year 2023.	Complied
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. - Minor compliance -	There is evidence that that FGV Berhad has demonstrate that recruitment, selection and hiring based on skills and capabilities. It has been verified based on interview that has been done and documentation such medical checkup and interview records. While for training, all workers have been provided training base on nature of jobs and requirement. <u>FGVPM Bukit Sagu 04 Estate</u> a) Assu Miah – recruited on 16/08/2022 b) Mohd Hasri bin Mohd Salleh recruited on 15/05/2023 c) Foyosal- recruited on 16/08/2022 <u>FGVPM Bukit Sagu 06 Estate</u> a) Mahto Chanderma workers ID FW03681163 recruited on 23/06/2023 b) Prasad Roshan Kumar ID FW03681164 recruited on 23/06/2023	Complied
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.	There is no female worker works in mill process and estate operation. Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. This is confirmed through the interview session with the female workers and reviewed the medical check-up report.	Complied

	- Minor compliance -		
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p><u>FGVPM Bukit Sagu 04 Estate</u> Gender committee has been established and known as Kelab Keluarga Dayabudi Sri Anggun Bestari Bukit Sagu 04, Kuantan, Pahang and latest meeting conducted on 16/08/2023 which the purpose of the meeting is to socialize and communicate types of sexual harassment, grievance mechanism and activities which to support and improve women physically and mentally.</p> <p><u>FGVPM Bukit Sagu 06 Estate</u> Gender committee established as Kelab Keluarga Dayabudi (KKD) and organization chart sighted which has been chaired by Puan Amizah Mohamad and Nur Aimi Abdul Malik as vice-chairman. Latest meeting conducted on 19/06/2023 with attendance all female staff, workers and spouses. The purpose of the meeting is to communicate and socialize issues related to women, planning for any activities to improve women skill and knowledge and planning for medical check-up for women.</p> <p><u>FGVPI Bukit Sagu POM</u> Kelab Keluarga Dayabudi KS Bukit Sagu established as one of the method/channels for female workers to make any grievances regards to women issues. Other than that, gender committee responsible to plan any activities to improve knowledge/skills for female workers. FGV Holdings Berhad has established Gender Equality and Women Empowerment (GEWE) as one of the mechanisms to plan for any activities and to ensure that female has been treated equally. Minutes meeting sighted which done on 15/01/2023 with attendance. Activities that has been done communities services at housing compound and FELDA settler.</p>	Complied

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		<p><u>FGVPM Bukit Sagu 08 Estate</u></p> <p>Gender committee has been established in FGVPM Bukit Sagu 08 Estate which has been named as Kelab Keluarga Dayabudi. Sighted records of meetings that has been conducted on 05/05/2023.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>The female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs. Reviewed payslips in each operating units which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male.</p>	Complied
<p>Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
6.2.1	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Collective agreement sighted between FGV Plantations (Malaysia) Sdn Bhd and Kesatuan Pekerja-pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung reference number COG.No:298/2022 for period 01/01/2022 until 31/12/2024 registered on 01/12/2022. Collective agreement has been established in Bahasa Malaysia and has been classified as publicly available. While for FGVPI Bukit Sagu POM, collective agreement sighted in document COG.No:119/2022 dated 12/05/2022 between FGV Palm Industries Sdn Bhd and Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung) for period 01/01/2022 until 31/12/2024. There is evidence that the collective agreement has been explained to all workers on 13/05/2023 during the special ceremony conducted by the management of FGVPI Bukit Sagu POM and minutes meeting sighted in Taklimat Penerangan dan Penyerahan CA"</p>	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave,</p>	<p>Sample of 36 workers has been taken for each operating units based on different workers category which is gender, types of works, origin of countries and length of services. For all estates, there workers from</p>	Complied

	<p>holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Indonesia, India and Bangladesh and latest recruitment have been done in September 2022. While for FGVPI Bukit Sagu POM, there no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outlining in the employment contract which include includes terms on regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice. As per interview with the management for estates, workers salary will be monitored through pocket checkroll and "kad kong" which clearly stated types of works, productivity and total amount of salary achieved. Sample has been taken payslips, checkroll and kad kong for month November'22, March'23 and June'23 which based on low crop, peak crop and medium crop season. While for FGVPI Bukit Sagu POM, workers salary has been monitored through punch card.</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>For all operating units, stated in the employment contract working hours, deduction, overtime and leave entitlement. Mentioned in the employment contract that entitlement of leave is depending on the length of service. For workers less than 2 years services, they are entitled for 14 days of sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A</p>	<p>All local workers have been provided with workers housing, while for foreign workers has been placed at workers' hostel. For each hostel, there are 8 doors of shower and 8 doors of toilet. Water has been supplied through Syarikat Air Pahang (PAIP) and electricity has been supplied through Tenaga Nasional Berhad (TNB) which subsidy has been given to all workers staying in the estate/POM facilities with total RM10.00/persons. Estate/POM is located to FELDA Bukit Sagu settlement area which consist of facilities such as mosque, school, klinik kesihatan, sundry shops, petrol station and others. The management also taken initiative to established surau for each operating unit. Total</p>	Non-compliance

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	<p>reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>RM200/workers has been given for medical treatment for foreign workers while for local workers, it has been covered under PMcare.</p> <p>The Officer conducted a weekly inspection of the Foreign Workers' Residential Area using the checklist for this purpose. Any problems identified during the inspection were documented on the checklist, and appropriate measures were subsequently implemented. When visiting the housing facilities, it was determined that they were in good condition. A weekly line site inspection was also performed using the Worker Dormitory Inspection Form. The housing facilities were found to be in a satisfactory state during this site visit. Additionally, interviews with workers confirmed that there were no issues with the housing facilities at the time of the audit.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Each operating unit's management has undertaken the task of monitoring prices at the sundry shops. They maintain a price list of items (Senarai Harga Barang) and conduct comparisons with other sundry shops to ensure that the prices remain affordable for the workers.</p> <p>The mill and estate are conveniently located within the FGV Settlers village, with access to town available through public transport. Grocery stores and restaurants are readily available, ensuring that workers have easy access to a variety of affordable and sufficient food options. Interviews with the workers confirmed that they had no concerns regarding food accessibility. As a result, the management is fully compliant with the required standards.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p>	<p>As per verification, there is evidence that decent living wages has been recalculated for FGV Bukit Sagu Complex conducted by SCCD team for year 2023. Mentioned in the document that FGV adopt calculation base on DLW Guideline by RSPO (June 2019) which will be calculate based on 150 plantations own by FGV. Stated also that calculation is based on food cost, housing cost, others cost, contingency cost. Based on calculation, total</p>	Complied

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<p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed</i></p>	<p>wages plus additional benefits is total RM2,280.30 comparing to minimum wages RM1,500/months.</p>	
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	<p>methodology which may include independent studies by local experts in their respective region or country).</p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>All core works has been done permanent workers which directly recruited by FGV Holdings Berhad. There are contractors in the estates which mainly for FFB transport.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p>	<p>There is no changes compared to last year where FGV Bukit Sagu POM adopt Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.2.9, FGV Group recognises and respects employees' right to freedom of association and to collective bargaining.</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>Communication of the policy has been conducted to all workers during the morning muster call, details as per below: -</p> <ol style="list-style-type: none"> 1. FGVPM Bukit Sagu 04 Estate- 19/07/2023 2. FGVPM Bukit Sagu 06 Estate- 19/04/2023, 18/04/2023 3. FGVPM Bukit Sagu 07 Estate-15/03/2023 4. FGVPM Bukit Sagu 08 Estate- 14/06/2023 5. FGVPI Bukit Sagu POM- 01/03/2023 	
<p>6.3.2</p>	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p><u>FGVPM Bukit Sagu 04 Estate</u> Minutes meeting sighted for workers representative conducted on 23/05/2023 with attendance of representative from different origin (Local, Indonesia, India, Bangladesh). There is evidence that, the workers representative has been elected based on the election records conducted on 22/03/2022</p> <p><u>FGVPM Bukit Sagu 06 Estate</u> Minute meeting for workers representative sighted in Minit Mesyuarat Perundingan Bersama wakil pekerja Ladang Bukit Sagu 06 which has been conducted on 23/05/2023 with attendance of all workers representative (Malaysia, Indonesia, India, Bangladesh and female workers)</p> <p><u>FGVPM Bukit Sagu 07 Estate</u> Minutes meeting sighted for workers representative, which has been conducted on 23/05/2023 with attendance of workers representative and the management representative. There is evidence that workers representative that attended the meeting is the one that has been elected by the workers itself. Minutes meeting documented in Bahasa.</p> <p><u>FGVPI Bukit Sagu POM</u> Minutes meeting sighted under Kesatuan Pekerja Pekerja FGVPI SB Cawangan Bukit Sagu with the management of FGVPI Bukit Sagu POM reference number (01) KPPFSIPB/ PRTAJK/BS/22-25 dated 09/08/2023.</p>	<p>Complied</p>

		Issues has been discussed during the audit is regards workers welfare, safety and working condition	
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	As per interview with the chairman and secretary of the union for both the mill and estates and sampled workers, it has been confirmed that there were no interferences from the management. Management of FGV Bukit Sagu Pom and supply bases did not participate in the meeting and in the election process.	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	Formal policy for protection of children has been documented in "Penyataan polisi bagi menghormati dan melindungi hak kanak-kanak" revised on 01/03/2023 reference number FGV/GSD/POL/02. Stated in policy, the management is committed to provided equal protection to all children irrespective of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. It also has been stipulated in contactor contract agreement which document in supplier code of conduct (SCOC) date 01/05/2020.	Complied
6.4.2	(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure. - Critical (Major) compliance -	As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.	Complied
6.4.3	(C) Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there are no young workers recruited by the managements of each operating units.	Complied

6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The procedure has been communicated to all stakeholders during the stakeholders meeting that has been conducted at Dewan Auditorium Akademi Latihan FGV (ALAF), Jalan Bukit Kuantan and minutes meeting documented in "Laporan Program Konsultasi Bersama pihak berkepentingan mengenai komitmen kelestarian" dated 05/09/2023.</p>	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>There is no changes compared to last year where FGV Bukit Sagu POM adopt Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.5.1; FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity.</p> <p>Implementation of the policy sighted base on the grievance procedure that has been established "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita," where any harassment can be reported through mechanism that has been established. Other than that, gender committee established in order to communicate the awareness on harassment.</p> <p>Communication of the policy has been conducted to all workers during the morning muster call, details as per below: -</p> <ol style="list-style-type: none"> 1. FGVPM Bukit Sagu 04 Estate- 19/07/2023 2. FGVPM Bukit Sagu 06 Estate- 19/04/2023, 18/04/2023 3. FGVPM Bukit Sagu 07 Estate- 15/04/2023 4. FGVPM Bukit Sagu 08 Estate- 17/05/2023 5. FGVPI Bukit Sagu POM- 01/03/2023 	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>There is no changes compared to last year where FGV Bukit Sagu POM adopt Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1.</p> <p>There is evidence that the policy has been effectively implemented where it has been confirmed through interview where there is no restriction for</p>	Complied

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		<p>the female workers to pregnant. Sighted also during the audit, records of pregnant women.</p> <p>Communication of the policy has been conducted to all workers during the morning muster call, details as per below: -</p> <ol style="list-style-type: none"> 1. FGVPM Bukit Sagu 04 Estate- 19/07/2023 2. FGVPM Bukit Sagu 06 Estate- 19/04/2023, 18/04/2023 3. FGVPM Bukit Sagu 07 Estate- 15/04/2023 4. FGVPM Bukit Sagu 08 Estate- 17/05/2023 5. FGVPI Bukit Sagu POM- 01/03/2023 	
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>For FGVPM Bukit Sagu 04 Estate, there is only 1 new mother has been identified which has kids ages 1year 6months and the assessment has been conducted on 19/06/2023 by representative of gender committee and signed by the estate manager. There is no special needs or request recorded from the assessment done.</p> <p>For FGVPM Bukit Sagu 07 Estate, A recent assessment was carried out on 10/02/2023 for Noraini Binti Sarif, who has been serving as an office clerk at FGVPM Bukit Sagu 07 Estate delivered on 30/09/2021.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>There is no changes compare to last audit where FGV Holdings Berhad has adopted procedure that delineates a grievance mechanism in a document titled "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita," as specified in clause 7.0, which addresses issues of protection and confidentiality. Additionally, in the procedure document titled "Menangani aduan dan rungutan document number FGV/ML-1A/L2-Pr13 dated 01/04/2019," it is stipulated that individuals who wish to remain anonymous while filing a complaint are permitted to do so.</p> <p>Communication of the procedure has been conducted to all workers during the morning muster call, details as per below: -</p> <ol style="list-style-type: none"> 1. FGVPM Bukit Sagu 04 Estate- 19/07/2023 	Complied

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		<ol style="list-style-type: none"> 2. FGVPM Bukit Sagu 06 Estate- 19/04/2023, 18/04/2023 3. FGVPM Bukit Sagu 07 Estate- 15/04/2023 4. FGVPM Bukit Sagu 08 Estate- 17/05/2023 5. FGVPI Bukit Sagu POM- 01/03/2023 	
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>As per verification, there is evidence that all workers have entered employment voluntarily for all operating units.</p> <ol style="list-style-type: none"> a. Passport has been kept by the workers itself and has been confirmed as per interview with the workers and site visits and only been kept by the management 3 months before the work permit renewal. Sample of different passport/permit has been taken by auditor for verification from different origin (India, Bangladesh, and Indonesia). As per verification, there is no illegal foreign workers in each operating units where all workers have applied for working permits. b. There are no recruitment fees has been charged by the management and also recruitment agent. It has been confirmed through interview with sample workers that has been recruited in year 2022 and 2023, the management and recruiting agent. c. There is no involuntary overtime has been imposed by the management. Information on overtime has been provided by the management prior to the works which supervisor need to apply from assistant manager for approval. All workers need to fill up form after the completion of overtime for that day. Interview with the workers confirmed that there is involuntary overtime enforced. d. Lack of freedom of workers to resign 	Complied

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		<p>As per interview with the workers for both local and foreign workers, confirmed that all workers able to resign at anytime without any terms and conditions.</p> <p>e. Penalty for termination of employment workers can terminate the contract with 30 days of notice period without any penalty of termination.</p> <p>f. Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed during interviews with workers</p> <p>g. Debt bondage: There is no evidence of any incidence of debt bondage. vi. Withholding of wages: There is no evidence of withholding of wages.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are no temporary workers has been recruited for all operating units while for migrant workers, the workers has been recruited from India, Bangladesh and Indonesia.</p> <p>FGV Bukit Sagu POM and supply bases adopt the same policy has been outline in the document "Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019" which clearly stated the process of recruitment, termination, and handling the foreign workers. It has been confirmed through interview with foreign workers from different origin and verification through recruitment process document, employment contract, passport/permit and payslips confirmed that the policy has been implemented.</p>	Complied
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about</p>	<p>Each operating unit has their own safety committee. Meetings were held on quarterly basis as per OSHA regulation. Based on verification of the minutes of meeting, among the agenda discussed were:</p>	Complied

	<p>health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>i) <i>Perkara berbangkit dari mesyuarat lepas</i> (Outstanding issues from previous meeting)</p> <p>ii) <i>Laporan prestasi keselamatan dan kesihatan pekerjaan</i> (Occupational safety & Health performance report)</p> <p>iii) <i>Laporan audit QOSHE</i> (QOSHE audit report)</p> <p>iv) <i>Laporan pemantauan alam sekitar</i> (Environmental monitoring report)</p> <p>v) <i>Laporan program keselamatan dan kesihatan pekerjaan</i> (Occupational safety & health programme report)</p> <p>vi) <i>Laporan keselamatan/kejadian merbahaya</i> (Dangerous incident report)</p> <p>vii) <i>Rungutan dari pihak yang berkepentingan</i> (stakeholders' complaint)</p> <p>viii) <i>Hal-hal berkaitan</i> (any other business)</p> <p>ix) <i>Pemeriksaan stesen</i> (workplace inspection)</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>FGVPM's <i>Garis Panduan, Insiden, Ketakakuran dan Tindakan Pembetulan</i>[FGV/FGVPM/II/IMS/15/022, ver. 2.0, 01/11/2021.</p> <p><u>FGVPISB Bukit Sagu POM</u></p> <p>Procedure for Emergency Response Plan (ERP) was established and defined in procedure <i>Prosedur Kerja Selamat – Pertolongan Cemas</i> (Doc. No. – FPI-PK-035).</p> <p>The following emergency response plans were available addressing the following incidents:</p> <ul style="list-style-type: none"> • CPO leakage/spillage • Diesel leakage/spillage • Fire breakout at the mill • Collapse of building/roofing 	Complied

		<ul style="list-style-type: none"> Industrial accident <p>Firefighting system inspection carried on quarterly basis. The inspection includes fire extinguisher inspection, fire hydrant and hose reel. Accident and emergency procedures have been communicated to employees. Workers trained in First Aid were present in the mill operation.</p> <p><u>Estates</u></p> <p>The Emergency Response Plan for Minor Accidents, Fire, Spillage and Poisoning was established in the FGV Emergency Response Procedure (<i>Menghadapi Kecemasan</i>) – FGV/ML-1A/L2-Pr15. The estates also have a list of personals to contact in case of any emergency. The lists were displayed on the notice board at the office for everyone to refer.</p>	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>The mill employees have been provided with PPE appropriate to their work hazards. It was observed during site visit, the PPE provided to the operators such as safety boots, safety helmets, ear plugs, face shield, leather gloves and straw hats. In addition, the operators have also been given training by the management regarding the usage of PPE, safety and health awareness with reference to Safe Operating Procedure. Records of PPE issuance were well maintained which have the information about names & signatures of recipients, types of job, dates of issuance and types of PPE provided.</p> <p>Employees of the estates have been provided with proper Personal Protective Equipment. It was observed during site visit, the PPE had been provided to the operators such as safety boots, safety helmets, gloves, aprons, respiratory masks, etc. The operators had also been trained on the PPE usage, safety and health issues by the management. Sanitation facilities for those applying pesticides were available, for workers to change out of PPE, wash and put on their personal clothing. However, at Bukit Sagu 04 Estate, the sanitation facility was not appropriately utilised. it was observed that most of the spraying operators did not wash their</p>	Complied

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		contaminated PPE & clothing and take their shower at the sanitation facility provided, after returning from work. They were seen to be going back straight to the quarters. Thus, a non-conformity report is assigned due to this lapse.																									
6.7.4	All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law. - Minor compliance -	Should there be any medical care needed by the employees, there are panel clinics appointed to provide medical treatments. The medical expenses are subsidised by the company. The sampled estates and mill are subscribing to SOCSO to cover the accident insurance for all their workers. Latest monthly contributions were verified and confirmed with the following details:	Complied																								
		<table border="1"> <thead> <tr> <th>Estates/mill</th> <th>Transaction date</th> <th>Payment receipt Ref. No.</th> <th>No. of employees covered</th> </tr> </thead> <tbody> <tr> <td>BS04</td> <td>10/08/2023</td> <td>ACR082230173323</td> <td>256</td> </tr> <tr> <td>BS06</td> <td>10/08/2023</td> <td>ACR082230171610</td> <td>175</td> </tr> <tr> <td>BS07</td> <td>14/08/2023</td> <td>ACR082230339766</td> <td>187</td> </tr> <tr> <td>BS08</td> <td>10/08/2023</td> <td>ACR082230125254</td> <td>175</td> </tr> <tr> <td>BS POM</td> <td>05/09/2023</td> <td>MYFLHH230905430754</td> <td>93</td> </tr> </tbody> </table>	Estates/mill	Transaction date	Payment receipt Ref. No.	No. of employees covered	BS04	10/08/2023	ACR082230173323	256	BS06	10/08/2023	ACR082230171610	175	BS07	14/08/2023	ACR082230339766	187	BS08	10/08/2023	ACR082230125254	175	BS POM	05/09/2023	MYFLHH230905430754	93	
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6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Records on Lost Time Accident (LTA) metrics displayed at the operating units through Safety Statistic Billboard. The display has the information about number of days without incident, incident category, number of incidents, and date of updating. The RSPO's Lost Time Injury Frequency Rate (LTIFR) metrics was also used to record the number of lost time injuries and total hours worked for	Complied																								

		the period of Jan – Dec of 2022. Verification against the certification unit's other records such as JKKP 8 found the data to be accurate.	
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>An IPM Plan has been established and available in the "Pelan Pengurusan Kawalan Serangan Makhluk Perosak Tanaman Bersepadu (IPM)" for the year 2023. Among the IPM observed during the site visits at the estates were planting of beneficial plants (e.g., Tunera sp., Cassia cobanensis and Antigonan leptopus) and using of barn owls (Tyto alba) as predators to rats, as well as on the rat baiting programs, and ganoderma census.</p> <p><u>Bukit Sagu 04 Estate</u></p> <p>Sample taken on the barn owl box census was conducted on 06/03/2023 and 12/06/2023 which is according to plan that the census to be conducted once in every quarters.</p> <p><u>Bukit Sagu 06 Estate</u></p> <p>Sample taken on the record of rat baiting census were available for review. The activity was conducted in quarterly basis. Records of first quarter and second quarter census is available for review dated 25/03/2023 and 21/06/2023</p> <p>The beneficial record of monitoring is available of which the new planting and year to date is conducted every month. Refer "Rekod Tanaman Bunga Berfaedah".</p> <p><u>Bukit Sagu 07 Estate</u></p> <p>Sample taken on rat damage survey conducted on 26/03/2023 and latest on 19/06/2023. The survey conducted once in each quarter.</p> <p><u>Bukit Sagu 08 Estate</u></p> <p>Sample taken on rat damage survey conducted on 26/03/2023 and latest on 19/06/2023. The survey conducted once in each quarter.</p>	Complied

7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	There was no changes as per previous assessment, no evidence of species referenced in the Global Invasive Species Database and CABI.org were used to manage the areas in Bukit Sagu complex.	Complied
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	There was no changes since previous year, from the verification and interview found the Group Sustainability Policy dated 17/11/2020 states on clause 3.6 No Open Burning / Use Of Fire in all its premise. Interview with the estate management and workers indicated that there was no use of fire as pest control in the estates. Visit around the estate also indicated that there was no evidence of fire being used as the methods of pest control is mainly via pesticide applications and biological controls (IPM).	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	The justification of chemical was available under document in the company's agriculture manual (#MLSL(Ed.3)-Sec 4(2.0) dated 1 Sept 2017). The chemicals are categorized into 3 types i.e., herbicide, insecticide, and fungicide. The application methods that are specific to the target pest, weed or disease are described in the manual.	Complied
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	Records of pesticides use were documented in " <i>Rekod Racun 5 tahun & Pengiraan a.i/hektar & a.i/tan BTS</i> ". Among the information available in the records was active ingredients (a.i.), LD50, treated area size, number of applications, a.i./Ha, and a.i./mt FFB.	Complied
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans. - Critical (Major) compliance -	There is no Class I and/or II pesticides used. Paraquat has been totally replaced with glyphosate and other Class III or IV herbicides.	Complied

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7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There was no evidence that prophylactic pesticide has been used by the sampled estates.</p>	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ol style="list-style-type: none"> Judgment of the threat and verify why this is a major threat Why there is no other alternative which can be used Which process was applied to verify why there is no other less hazardous alternative What is the process to limit the negative impacts of the application Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Based on site visits at the chemical stores of the sampled estates, verification of records such as chemical registers and store issuance, there was no evidence that pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions have been used. Paraquat was eliminated [memo from FGV Executive Director ref.: (27)010810/HQ/JAB.OP.17/Plantations/AM dated 08/05/2017, Prohibition on Using Paraquat Dichloride]. Alternatives such as Glyphosate and glufosinate ammonium were used with the elimination of Paraquat. Based on the latest chemical register only class III & IV chemical used at the sampled estates.</p>	Complied
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show</p>	<p>Pesticides were handled, used, and applied by trained workers applied in accordance with the product label. Records of training were well maintained and made available for verification. Appropriate safety and application equipment were provided and used. Safety data sheet (SDS) were also made available at the chemical stores. Based on the interviews,</p>	Complied

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	evidence of regular updates on the knowledge about the activity they carry out. - Critical (Major) compliance -	all precautions attached to the products (SDS, notice board etc) were properly observed, applied, and understood by workers.	
7.2.7	(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -	The pesticides were kept in the designated stores at all the sampled estates in accordance with the regulations. The stores were equipped with locks, ventilation and accessibility was limited to authorized personnel only. Appropriate hazard signage was also put up to create awareness.	Complied
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	All pesticide containers are triple rinsed and punctured before being disposed to the authorised collector. Receipts of disposal were made available for verification.	Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	Aerial spraying of pesticides is not practiced by the estates.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	Medical surveillances were conducted in timely manner by the estates as per CHRA recommendation, i.e., once a year, for employees involved in pesticides handling such as spraying operators and store clerks by DOSH registered OH doctors. Based on the medical surveillance latest reports, all the employees had passed the tests and declared fit to work.	Complied
7.2.11	(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	The work with pesticides was all undertaken by male workers at all the sampled estates. There was no evidence that persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions were undertaking work with pesticides.	Complied

Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>Waste Management Plan was developed based on the Environmental Aspects And Impacts Assessment. The mitigation measures were then derived from this exercise. The Waste Management Plans 2023 were established to mitigate and control the identified wastes and source of pollution. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through landfill and recyclable wastes were sent to recycle centres. All type of waste products and sources of pollutions identified in Bukit Sagu 04 Estate, Bukit Sagu 06 Estate, Bukit Sagu 07 Estate and Bukit Sagu 08 Estate. The categories identified such as:</p> <p>Schedule Waste</p> <ol style="list-style-type: none"> 1. PPE 2. Empty container 3. Used paint container 4. Used oils / hydraulic oils 5. Used / broken lights 6. Electronic waste 7. Used battery <p>Non Schedule Waste</p> <ol style="list-style-type: none"> 1. Empty fertilizer bags 2. Used tyre 3. Metal, plastics, woods, used papers 4. Used furniture 	Complied

		5. Domestic waste	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated as per sample sighted for SW disposal and Domestic waste as following:</p> <p>The Domestic Waste for all estate visited was disposed through sending to government facility. The disposal was conducted by BUJ Technology Enterprise Sdn Bhd as the transporter. Record of disposal and invoice is available for review at each estate visited. Sample taken for the disposal of domestic waste invoice taken for the month of August 2023 with the invoice no: 00000561 dated 31/08/2023. BUJ technology Enterprise Sdn Bhd has obtained the license for the transporting the solid waste. Refer license from Jabatan Pengurusan Sisa Pepejal Negara – Kementerian Pembangunan Kerajaan Tempatan with License No: JPSPN/737109-U/BW001953 valid until 26/02/2023.</p> <p>Schedule Waste</p> <p>FGVPM Bukit Sagu estate’s latest disposal of Schedule Waste was on 13/01/2023. Refer the Consignment Note Ref No: 2023011316YKNVHR for SW410 and Ref No:2023011316V9Z4CD for SW305. Disposal was made through Tex Cycle (P20 Sdn Bhd). Bukit Sagu 06 Estate acts as the center for Schedule Waste collection for both Bukit Sagu 06 Estate and Bukit Sagu 07 Estate. This was approved by Department of Environment dated 30/10/2019. Ref No: JAS.600-3/5/26 Jld.3(32). The letter also stated that the FGVPM Bukit Sagu 07 Estate is the one responsible to update the E-SWIS system. Verified that the E-SWIS System was updated accordingly.</p>	Complied
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>No evidence of any open burning as per visit to the estates field and estates and mill’s housing compound. Also, in Bukit Sagu Complex confirmed that no open fire was used for waste disposal.</p>	Complied

Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Management of soil fertility is guided by FGV's " <i>Manual Ladang Sawit Lestar'</i> " (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertiliser for various stages of palm age and techniques. Recommendation of type of fertilisers and dosage is given by the agronomy unit through analysis of foliar and soil.	Complied
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Foliar and soil samplings were carried out by Internal Agronomist from Agronomy Advisory and Services Department prior to the fertilizer recommendation for the next financial year. Leaf and soil nutrient analysis are commonly used in deciding the fertilizer requirements for the oil palms. The frequency for leaf sampling must be conduct for every year while for soil analysis, the frequency for soil sampling is conducted at 5 years intervals (ref.: Leaf and Soil Sampling Notes Procedure).	Complied
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	Application of EFB was in place as part of the nutrient recycling strategy. Records of mulching was recorded in " <i>Buku Rekod Tandan Kosong</i> " (EFB Record Book) where information such as quantity of EFB and Field number is available.	Complied
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Records of fertiliser input were well maintained in various documents such as store issuance record, bin cards and month end account to name a few. Among the information available in the records was type of fertiliser, quantity and field number applied including date of application.	Complied
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no other problem soils (e.g., podzols and acid sulphate soils) in the estate. The soil map is prepared by Unit Komputer (GPS/GIS) from FELDA	Complied

		<p>Agricultural Services Sdn Bhd (Land Management Unit). All estates have soil maps detailing their soil profile including marginal and fragile soils.</p> <p>The topography maps is available at each site. Details is as the followings:</p> <table border="1" data-bbox="1066 555 1812 938"> <thead> <tr> <th>Estate</th> <th>0 - 6</th> <th>6 - 12</th> <th>12 – 20</th> <th>20 - 25</th> <th>>25</th> </tr> </thead> <tbody> <tr> <td>Bukit Sagu 04</td> <td>64.48%</td> <td>31.60%</td> <td>3.68%</td> <td>0.22%</td> <td>0.00%</td> </tr> <tr> <td>Bukit Sagu 06</td> <td>75.59%</td> <td>20.24%</td> <td>3.88%</td> <td>0.28%</td> <td>0.00%</td> </tr> <tr> <td>Bukit Sagu 07</td> <td>44.49</td> <td>45.48</td> <td>9.66</td> <td>0.35</td> <td>0.01</td> </tr> <tr> <td>Bukit Sagu 08</td> <td>37.26</td> <td>45.52</td> <td>15.52</td> <td>1.55</td> <td>0.13</td> </tr> </tbody> </table> <p>The soil series available at estate is as the following: Bukit Sagu 04 Estate</p> <table border="1" data-bbox="1010 1066 1789 1297"> <tbody> <tr> <td>1. Serdang</td> <td>6. Bungor Shallow</td> </tr> <tr> <td>2. Marang</td> <td>7. Malacca</td> </tr> <tr> <td>3. Merapoh</td> <td>8. Batu Anam</td> </tr> <tr> <td>4. Holyrood</td> <td>9. Lunas</td> </tr> <tr> <td>5. Cempaka</td> <td>10. Tok Yong</td> </tr> </tbody> </table> <p>Bukit Sagu 06 Estate</p>	Estate	0 - 6	6 - 12	12 – 20	20 - 25	>25	Bukit Sagu 04	64.48%	31.60%	3.68%	0.22%	0.00%	Bukit Sagu 06	75.59%	20.24%	3.88%	0.28%	0.00%	Bukit Sagu 07	44.49	45.48	9.66	0.35	0.01	Bukit Sagu 08	37.26	45.52	15.52	1.55	0.13	1. Serdang	6. Bungor Shallow	2. Marang	7. Malacca	3. Merapoh	8. Batu Anam	4. Holyrood	9. Lunas	5. Cempaka	10. Tok Yong	
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		<p>Bukit Sagu 07 Estate</p>			
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		<p>Bukit Sagu 08 Estate</p>			
		<ol style="list-style-type: none"> 1. Malacca 2. Tavy 3. Kedah 	<ol style="list-style-type: none"> 4. Bungor 5. Lunas 		

<p>7.5.2</p>	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>Estates visited continued to have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes were guided in the Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Group CEO dated 05/05/2019. The content of the Policy among others includes the following: -</p> <ul style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. <p>Other guidelines were also shown in the following documents among others.</p> <ul style="list-style-type: none"> a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. <p>During the visit, it was noted that measures to reduce and manage soil erosion and degradation were actively implemented. These practices included the appropriate stacking of fronds, applying EFB (Empty Fruit Bunches), avoiding blanket spraying, constructing terraces, maintaining roads, and preserving soft vegetation in the interlines. Additionally, cover crops, specifically <i>Mucuna Bracteata</i>, were strategically planted in replantation areas and select mature regions. Notably, management had also planted <i>Mucuna Bracteata</i> along critical slopes. Furthermore, extensive areas featuring <i>Neprolepis Biserrata</i> in the inter rows were observed during the site visit.</p>	<p>Complied</p>
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7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Verified that there is no new planting at estates visited. Management has established procedure related to oil palm planting on steep terrain. List of procedure as below; - a. Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b. Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c. Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.	Complied
Criterion 7.6: 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.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys have been diligently carried out, resulting in the creation of comprehensive soil maps that are readily accessible for both visited estates. These valuable resources, in conjunction with topographic contour maps, play a pivotal role in effectively managing drainage and road-related activities throughout the estate. There are no imminent plans for new plantings in the current year or over the next five years of estate operations. Furthermore, soil mapping efforts have been extended to all sampled estates, consistently revealing that the entire estate consists of mineral-type soil. Importantly, none of the soil within these estates falls under the categorization of being fragile or marginal. For specific details regarding the available soil series at each visited estate, refer to Indicator 7.5.1, which provides a comprehensive breakdown of this information.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.	No new plantings or replanting are undertaken on peat soil or soil classified as marginal or fragile within the sampled estates. Additionally, within FGV Group Estates, there are no plantings on areas with slopes	Complied

	- Minor compliance -	exceeding 25 degrees, and efforts are made to avoid plantings on steep slopes.	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Comprehensive soil surveys have been conducted, resulting in the creation of soil maps for both estates. Additionally, topographic contour maps are readily accessible and play a crucial role in managing drainage and road construction within the estates. The details of topography maps and soil survey maps is available as per the indicator 7.5.1.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit, document checking, interview and through globalforestwatch.org confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit, document checking, interview and through globalforestwatch.org confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not Applicable
7.7.3	(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit, document checking, interview and through globalforestwatch.org confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not Applicable
7.7.4	(C) A documented water and ground cover management programme is in place.	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit,	Not Applicable

	- Critical (Major) compliance -	document checking, interview and through globalforestwatch.org confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation. This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit, document checking, interview and through globalforestwatch.org confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not Applicable
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit, document checking, interview and through globalforestwatch.org confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road</p>	There is no new planting at sample estates. There is no peat soil identified at estate visited in Bukit Sagu Complex. Verification through site visit, document checking, interview and through globalforestwatch.org	Not Applicable

	<p>building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>confirmed that there is no new planting activity in the estate visited. Hence, the criterion is not applicable.</p>	
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
<p>7.8.1</p>	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The mill has established water management plan documented in Water Management Plan 2023. The plan was reviewed on annual basis. The plan focuses on monitoring of water quality of main water inlet and outlet for pollutants from mill's operations, monitor the quality of water for domestic usage and monitor the usage of treated water and monitor usage by flowmeter. The management has listed the usage of water towards mill operation, which were targeted to achieve below 1.20 m³ of water per FFB process. Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> 1. The mill conducted water sampling for river water at sampling point agreed by DOE as per compliance schedule requirement on monthly basis and reported to DOE. Reviewed the water sampling records. 2. The mill monitor the water consumption per FFB process on monthly basis. Records of water consumption is available at mill for review as per the records stated in 7.8.4 <p>Mill have conducted briefing on water conservation during the MSPO/RSPO/SCCS training, and during morning briefings. The workers were provided clean water through the Perbadanan Air Pahang water supply.</p>	<p>Complied</p>

<p>7.8.2</p>	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed being used in their maintenance activities along the established buffers. In certain areas, Guatemala grass / Vertivar sp were planted along the riverbanks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual Section 1A/L2 revised dated 01/06/2016.</p> <p>FGV Plantation Malaysia has established the SOP on the frequency of taking titled Pengambilan Sampel Air Sungai (Ref No: FGVPM/L2/PAS-01 dated 23/01/2020). The frequency of river water sampling was details with the matrix provided by the FGV Sustainability Team with the criteria such as the length of the river, availability of water in the river, number of river pollution cases, and the usage of the river water. Category A the scoring of 15-20 must conduct the water sample every year, Category B 11-14 to conduct the sample once every two years and Category C 6-10 to conduct the water test every three years.</p> <p>For the record, Bukit Sagu 06 Estate is in category C and the sample is taken once every three years with last test conducted on 18/10/2021 and Bukit Sagu 07 Estate and Bukit Sagu 08 Estate is in category B with the last test was done on 15/11/2021 and 18/10/2021 respectively.</p> <p>The management conduct river water monitoring by taking samples of the river water to be tested by an accredited lab as part of monitoring the effects of the operations towards the river water quality:-</p> <table border="1" data-bbox="1010 1114 1778 1353"> <thead> <tr> <th>River name</th> <th>Sample date</th> <th>BOD mg/l</th> <th>COD mg/l</th> <th>TSS Mg/l</th> <th>pH</th> </tr> </thead> <tbody> <tr> <td colspan="6" style="text-align: center;">Bukit Sagu 06 Estate</td> </tr> <tr> <td>Rengoi (in)</td> <td>18/10/2021</td> <td>7</td> <td>60</td> <td>4</td> <td>6.5</td> </tr> <tr> <td>Rengoi (out)</td> <td>18/10/2021</td> <td>7</td> <td>53</td> <td>19</td> <td>6.6</td> </tr> </tbody> </table>	River name	Sample date	BOD mg/l	COD mg/l	TSS Mg/l	pH	Bukit Sagu 06 Estate						Rengoi (in)	18/10/2021	7	60	4	6.5	Rengoi (out)	18/10/2021	7	53	19	6.6	<p>Complied</p>
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		<table border="1"> <tr> <th colspan="6">Bukit Sagu 07 Estate</th> </tr> <tr> <td>Reman (in)</td> <td>15/11/2021</td> <td>1</td> <td>6</td> <td>12</td> <td>6.2</td> </tr> <tr> <td>Reman (out)</td> <td>15/11/2021</td> <td>1</td> <td>8</td> <td>15</td> <td>6.3</td> </tr> <tr> <th colspan="6">Bukit Sagu 08 Estate</th> </tr> <tr> <td>Endau (in)</td> <td>18/10/2021</td> <td>7</td> <td>56</td> <td>15</td> <td>7.0</td> </tr> <tr> <td>Endau (out)</td> <td>18/10/2021</td> <td>7</td> <td>60</td> <td>24</td> <td>7.0</td> </tr> </table>	Bukit Sagu 07 Estate						Reman (in)	15/11/2021	1	6	12	6.2	Reman (out)	15/11/2021	1	8	15	6.3	Bukit Sagu 08 Estate						Endau (in)	18/10/2021	7	56	15	7.0	Endau (out)	18/10/2021	7	60	24	7.0	
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7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Treated POME discharge is regularly monitored as prescribed under Compliance Schedule License. Limit of Biochemical Oxygen Demand (BOD) discharge is at 100 mg/l as per the Jadual Kedua, Peraturan Kualiti Alam Sekeliling (Premis Yang Ditetapkan) (Minyak Kelapa Sawit Mentah) 1977 for water ways discharge. Regular monitoring was done on monthly basis and every quarter via Quarterly Return Form to DOE for compliance. Mill effluent is treated through Biological Anaerobic Treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly report was submitted to DOE accordingly and verified.</p> <p>Monthly analysis was done for final discharge point. Total of 8 parameters (pH, BOD3, COD, TS, SS, TN, AN and O&G) were tested. The report of water sampling were verified and the mill POME discharge parameter is below the standard set by DOE.</p>	Complied																																				
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill water consumption is well recorded in mill water consumption report, include with water to FFB process. On average the mill use about 1.0 to 1.2 m3 of water to metric ton of FFB per month. Sighted the records of monitoring on the water consumption.</p>	Complied																																				
<p>Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised</p>																																							

7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage available and been monitored the data accordingly. Utilization data for year 2023 as per below.</p> <table border="1" data-bbox="1010 587 1800 1158"> <thead> <tr> <th rowspan="2">Month</th> <th colspan="4">Estate - Diesel</th> </tr> <tr> <th>Bukit Sagu 04</th> <th>Bukit Sagu 06</th> <th>Bukit Sagu 07</th> <th>Bukit Sagu 08</th> </tr> </thead> <tbody> <tr> <td>January 2023</td> <td>7,567</td> <td>4,363</td> <td>4,663</td> <td>4,155</td> </tr> <tr> <td>February 2023</td> <td>6,783</td> <td>7,053</td> <td>4,232</td> <td>3,489</td> </tr> <tr> <td>March 2023</td> <td>5,760</td> <td>5,534</td> <td>5,232</td> <td>4,133</td> </tr> <tr> <td>April 2023</td> <td>5,088</td> <td>5,822</td> <td>4,334</td> <td>4,028</td> </tr> <tr> <td>May 2023</td> <td>5,749</td> <td>5,356</td> <td>4,976</td> <td>3,952</td> </tr> <tr> <td>June 2023</td> <td>10,912</td> <td>4,036</td> <td>5,077</td> <td>3,699</td> </tr> <tr> <td>July 2023</td> <td>7,743</td> <td>5,836</td> <td>5,649</td> <td>3,772</td> </tr> <tr> <td>August 2023</td> <td>8,018</td> <td>5,164</td> <td>4,967</td> <td>3,889</td> </tr> </tbody> </table>	Month	Estate - Diesel				Bukit Sagu 04	Bukit Sagu 06	Bukit Sagu 07	Bukit Sagu 08	January 2023	7,567	4,363	4,663	4,155	February 2023	6,783	7,053	4,232	3,489	March 2023	5,760	5,534	5,232	4,133	April 2023	5,088	5,822	4,334	4,028	May 2023	5,749	5,356	4,976	3,952	June 2023	10,912	4,036	5,077	3,699	July 2023	7,743	5,836	5,649	3,772	August 2023	8,018	5,164	4,967	3,889	Complied
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<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>																																																				
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p>	<p>FGVPISB Bukit Sagu Palm Oil Mill and FGVPB Bukit Sagu 06 and 07 Estates have identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p>	Complied																																																	

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	- Critical (Major) compliance -	<p>a. The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adversely impact the environment.</p> <p>b. Fuel Consumption and POME are reported in the Palm GHG Summary Report.</p>	
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The certification unit has calculated the GHG using RSPO Palm GHG V4 calculator and the calculation option used is Option 1. The certification unit records no new development within the certified area.</p>	Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The assessment of all polluting activities was conducted through environmental aspect and impact assessment which includes the greenhouse gas emissions, stack emission, scheduled wastes, solid wastes and effluent. Monitoring plan was established based on Environment Aspect and Impact assessment DOE license compliance schedule which include scheduled waste storage and disposal record, POME final discharge BOD and boiler stack sampling.</p> <p>The consumption of diesel were verified through the mill:</p> <ol style="list-style-type: none"> 1. FFB record book 2. Stock book 3. Monthly stock issue 4. Stock requisition note 5. Mill Month End Production Report 6. Monthly production report 7. Flowmeter & running hours record book 	Complied

Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area									
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>The Group "Zero Open Burning" is enforced as described in the Group Sustainability Policy. The operating units adhered to the policy of "Zero Open Burning" for any replanting. The estates practiced zero burning. In the replants visited during the audit in the estates, it was evident that all palms were felled, shredded, windrow-ed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. There is no evidence during the audit on usage of fire to burn the domestic waste.</p>	Complied						
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -</p>	<p>There was no land preparation in Estates by burning ever since FGV practiced zero burning as specified in Item 5.3.6 on "No Open Burning/Use Of Fire" dated 17/11/2020.</p> <p>The estate adhered to the policy of "Zero Open Burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. The estate recorded replanting program for the forthcoming 5 years. There is a fire ERP team established by the estate and mill.</p> <p>All estates have established a "Pelan Pengurusan Kebakaran Ladang FGVPM Bukit Sagu" as per below:-</p> <table border="1" data-bbox="1010 1043 1794 1364"> <thead> <tr> <th>Potential of open burning</th> <th>Action to be taken</th> <th>Remark</th> </tr> </thead> <tbody> <tr> <td>Office</td> <td> <ol style="list-style-type: none"> 1. ERT team established and training 2. Fire Extinguisher 3. Training 4. Signboard of "No Open Burning" </td> <td>To train the ERT team for firefighting and fire drill</td> </tr> </tbody> </table>	Potential of open burning	Action to be taken	Remark	Office	<ol style="list-style-type: none"> 1. ERT team established and training 2. Fire Extinguisher 3. Training 4. Signboard of "No Open Burning" 	To train the ERT team for firefighting and fire drill	Complied
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Fire at field	<ol style="list-style-type: none"> 1. Training on fire prevention 	To train workers regarding to fire fighting and drill							
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	All estates have established a “Pelan Pengurusan Kebakaran Ladang FGVP M Bukit Sagu dated 01/06/2023 The plan includes potential fire outbreaks (such as fire at office, housing areas and fields) and Action Plan & Control Measures. The Plan has been communicated to all stakeholders including those adjacent to the estates and mill during training conducted at FGVPISB Bukit Sagu POM dated 23/02/2023. Records of training was available for verification.	Complied						
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.									
7.12.1	(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests. A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.	Auditors has verified through checking through www.globalforestwatch.com, Google Maps, Estate Maps and also through site visit to all estates. Based on the audit findings, it was confirmed that there were no land clearing at the Bukit Sagu Certification Unit since Nov 2005. The audit findings have confirmed that there is no new planting (refer 4.5.2) affecting present HCV and primary forest. There was no land	Complied						

	- Critical (Major) compliance -	clearing activities made nor had damaged any forest to protect or enhance the HCV.	
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>Sighted "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Bukit Sagu 06". This report was updated and reviewed by the International Business Executive Sustainability Compliance and Certification Department FGVH dated 25/05/2017 and "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti Ladang FGVPM Bukit Sagu 06". This report was updated and reviewed by the International Business Executive Sustainability Compliance and Certification Department FGVH dated 23/05/2017.</p> <p>The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following.</p> <ol style="list-style-type: none"> General biodiversity issues Watercourses and drainage\ Habitats natural and man-made Wildlife Ponds and reservoirs Wetlands /watercourses Legal aspects Immediate and long term effect. <p>Regarding the biodiversity assessment, animal sighted in the estate include wild boar, phyton, jungle fowl, fox, white breasted water hen, and multiple type of bird.</p>	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable	Not Applicable
7.12.4	(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been	The management have identified the HCV and RTE that available in estates, and included in the HCV Management Plan to protect and/or	Complied

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	<p>identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The estate observed and implemented the established action plans, including monitoring (patrolling) of the conservation areas by Auxiliary Police. Record of monitoring (patrolling) observed maintained.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>Not applicable since there is no land clearing after 15 November 2018.</p>	<p>Not Applicable</p>
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Records of RTE sighting was checked and verified for the estate and Mill. Summary of record of animal sightings spotting wild boars, monkeys and squirrels among others. The management conducted a regular patrol of HCV areas, access and boundary of estates. Signage, such as "No Hunting", "No Fishing", "Buffer Zone" were available. No use of chemicals observed been applied in the buffer zone as prohibited. Record verified as per below:-</p> <ol style="list-style-type: none"> a. Penerangan Serangan Hidupan Liar - dated 06/02/2023 b. Penerangan RTE dan Biodiversity – dated 17/02/2023 	<p>Complied</p>

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		c. Larangan Pembakaran Terbuka – dated 20/02/2023	
7.12.7	The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan. - Minor compliance -	The audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15 Nov 2018 in Bukit Sagu 04, Bukit Sagu 06, Bukit Sagu 07 and Bukit Sagu 08 estates. Monitoring of conservation areas are made through the daily field supervision by the field staff and executives. There were also visits by the PA/RC and also personnel from the SCCD Unit. Sighting of RTE are made and recorded during the AP rounds in the estate if any.	Complied
7.12.8	(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies. - Critical (Major) compliance -	During the site verification, it was determined that no new land clearing had occurred, consistent with the previous year's findings. In the case of the Bukit Sagu 08 Estate's new development area in 2019, an HCVRN assessment was conducted by a consultant, and detailed information can be found in the following public report: https://hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukitsagu-08-estate-tembangan-05-estate-selendang-03-estatemalays Noted that no land clearing has taken place without prior High Conservation Value (HCV) assessment since November 2005 or without prior HCV-HCSA (High Carbon Stock Approach) assessment since November 15, 2018. As a result, the Remediation and Compensation Procedure (RaCP) is not applicable in this context.	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2022 for Bukit Sagu Palm Oil Mill and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

- i. Estates area planted data
- ii. Fuel consumed
- iii. Mill data include CPO produced, PK Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in 2022 for Bukit Sagu Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.76
PKO	0.76

Extraction	%
OER	20.39
KER	5.08

Production	t/yr
FFB Process	209,559.22
CPO Produced	42,722.11
PKO Produced	10,638.12

Land Use	Ha
OP Planted Area	7,964.36
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	11.25
Total	7,975.61

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	78,770.78	0.86	0.00	0.00	0.00	0.00	78,770.78	0.86
CO ₂ Emission from fertilizer	3,368.58	0.04	0.00	0.00	0.00	0.00	3,368.58	0.04
NO ₂ Emission	2,532.89	0.03	0.00	0.00	0.00	0.00	2,532.89	0.03
Fuel Consumption	489.43	0.01	0.00	0.00	0.00	0.00	489.43	0.01
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-74,560.23	-0.81	0.00	0.00	0.00	0.00	-74,560.23	-0.81
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	10,601.45	0.12	0.00	0.00	29,136.78	0.00	39,738.23	0.19

*Note: Includes both estates and smallholders

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	832.88	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	832.88	0.00

Summary of Kernel Crusher Emission and Credit (if applicable)

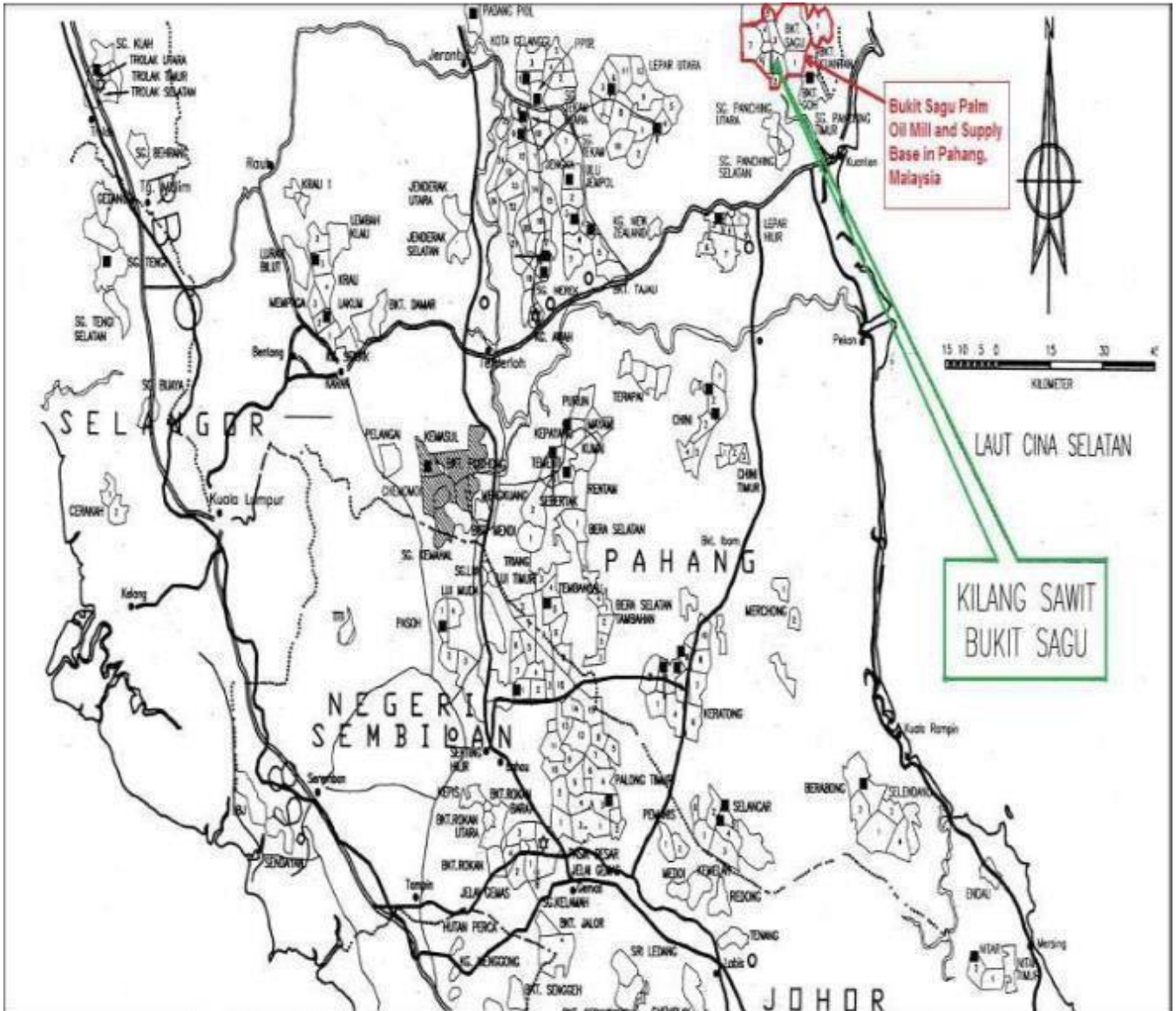
Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

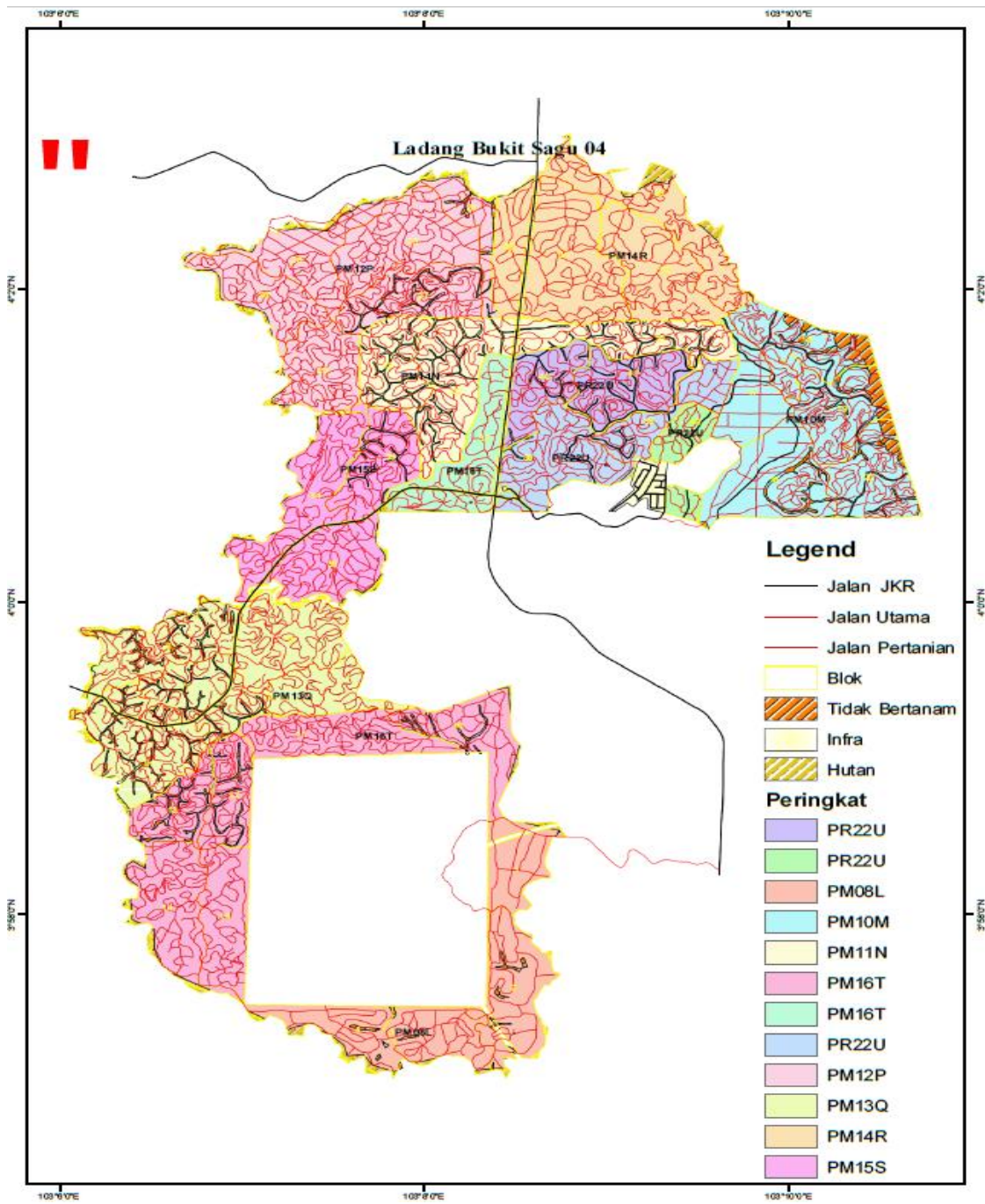
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix C: Location Map of Certification Unit and Supply bases

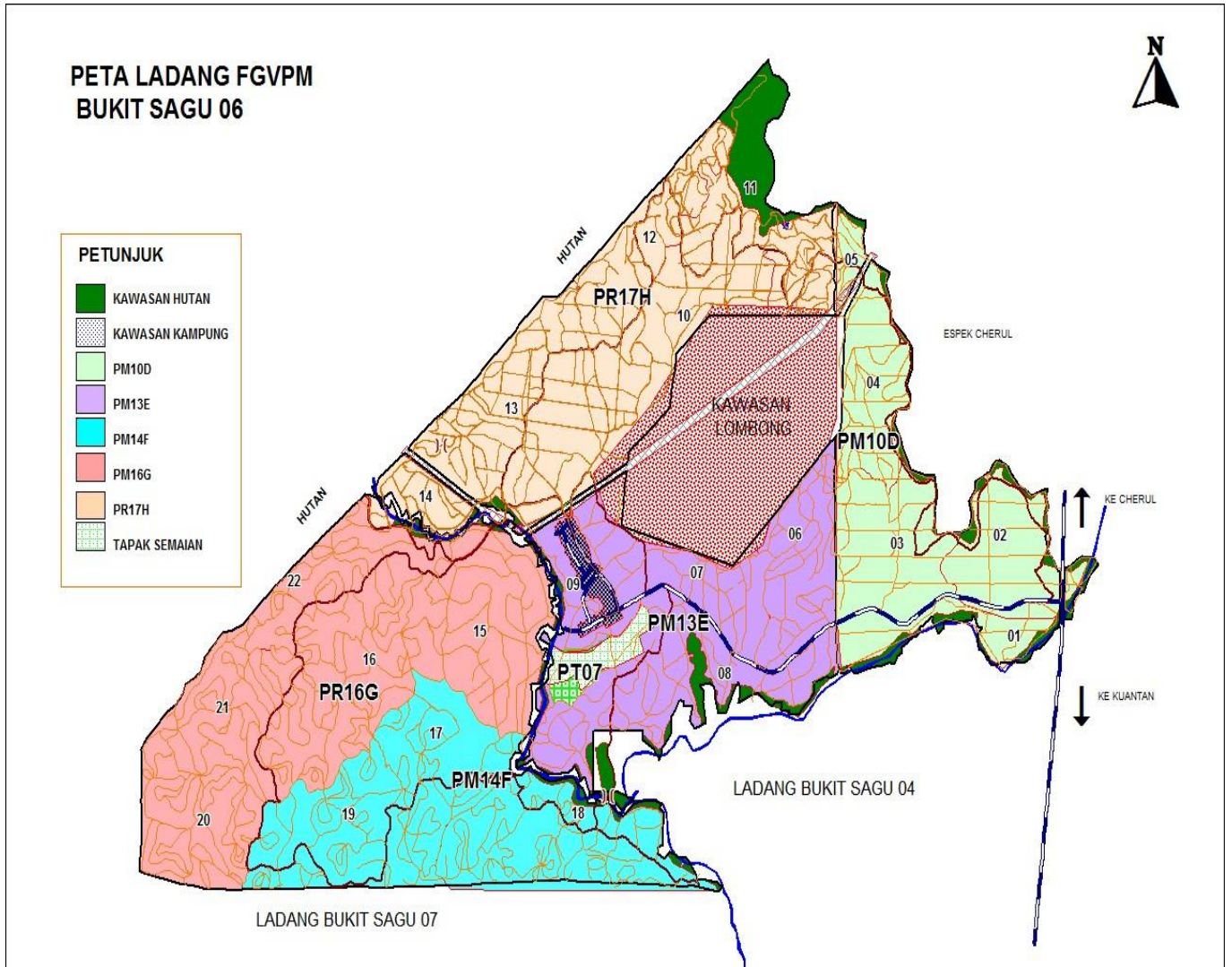


Appendix D: Estate Field Map

Bukit Sagu 4 Estate

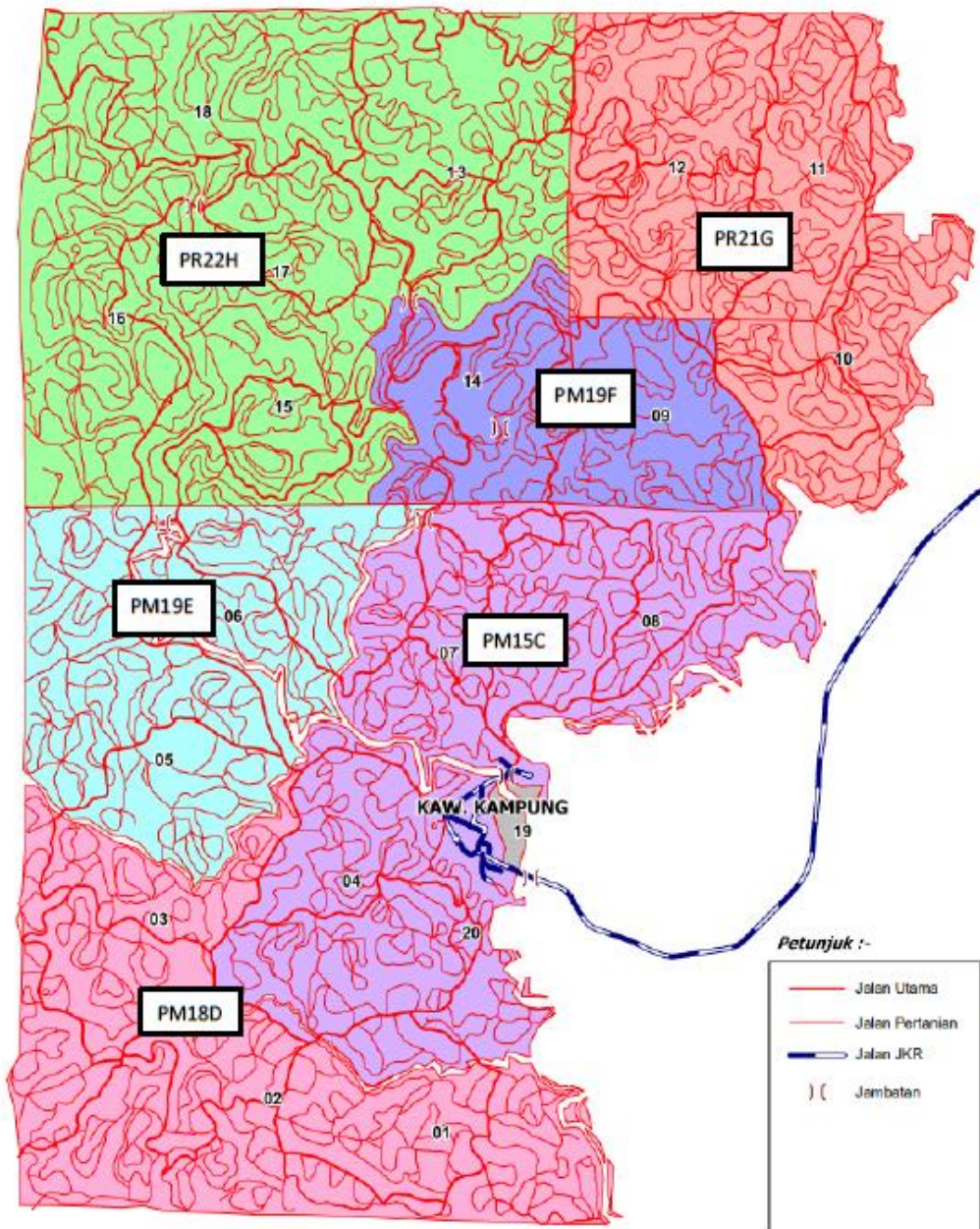


Bukit Sagu 6 Estate

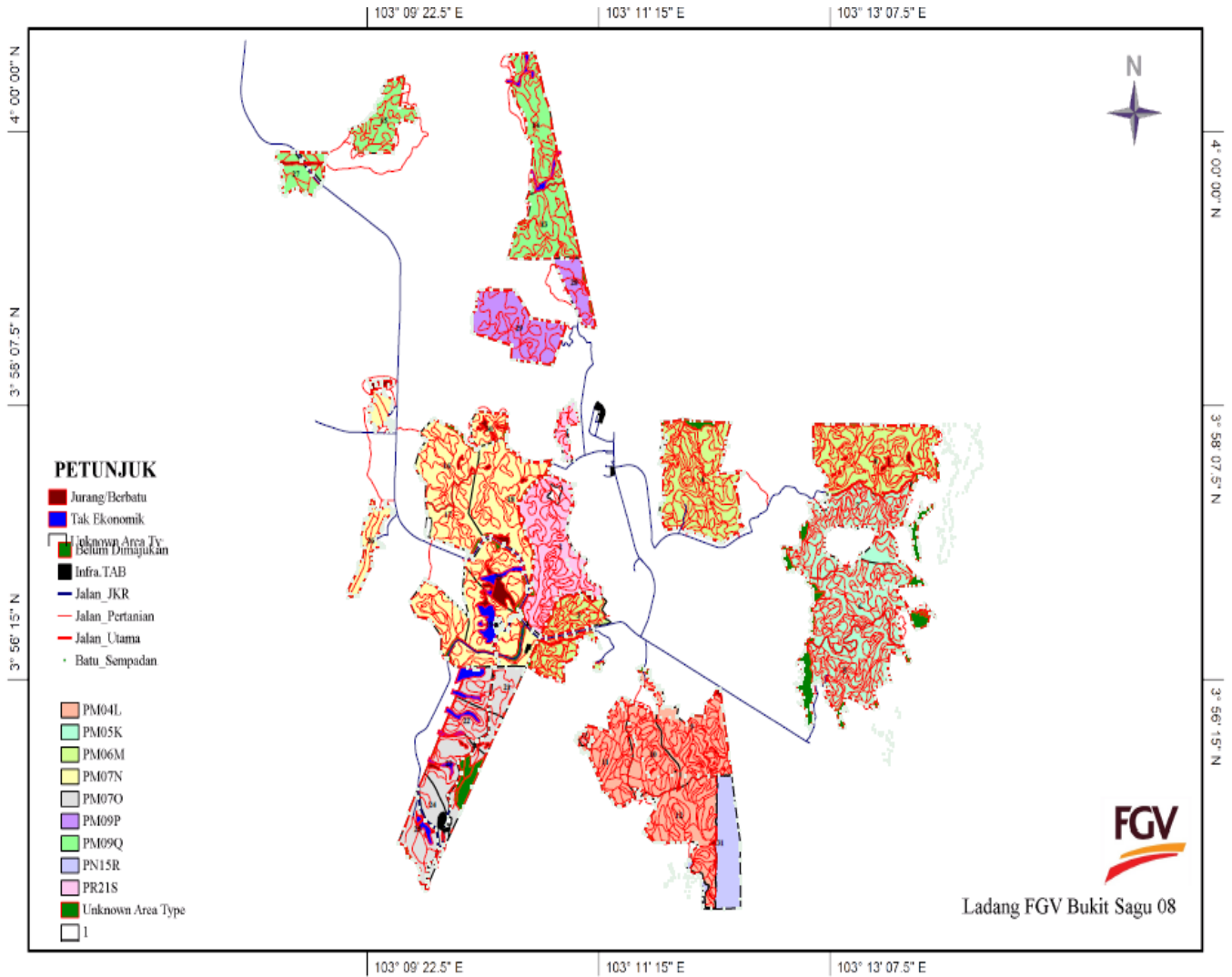


Bukit Sagu 7 Estate

FGV Plantations (Malaysia) Sdn Bhd
Ladang Bukit Sagu 07



Bukit Sagu 8 Estate



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Appendix E: List of Smallholder Registered and/or sampled

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
Not Applicable									
Total									
Note: * are smallholders sampled in this audit.									

Appendix F: List of Abbreviations

a.i	Active Ingredient
BOD	Biochemical Oxygen Demand
CB	Certification Bodies
CHRA	Chemical Health Risk Assessment
COD	Chemical Oxygen Demand
CPO	Crude Palm Oil
CSPO	Certified Sustainable Palm Oil
CSPKO	Certified Sustainable Palm Kernel Oil
EFB	Empty Fruit Bunch
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMS	Environmental Management System
FFB	Fresh Fruit Bunch
FPIC	Free, Prior, Informed and Consent
GAP	Good Agricultural Practice
GHG	Greenhouse Gas
GMP	Good Manufacturing Practice
GPS	Global Positioning System
HCV	High Conservation Value
IPM	Integrated Pest Management
IP	Identity Preserved
IS - CSPO	Independent Smallholder Certified Sustainable Palm Oil
IS – CSPKO	Independent Smallholder Certified Sustainable Palm Kernel Oil
IS – CSPKE	Independent Smallholder Certified Sustainable Palm Kernel Expeller
ISCC	International Sustainable Carbon Certification
ISS	Independent Smallholder Standard
LD50	Lethal Dose for 50 sample
MB	Mass Balance
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
OER	Oil Extraction Rate
OSH	Occupational Safety and Health
PK	Palm Kernel
PKO	Palm Kernel Oil
POM	Palm Oil Mill
POME	Palm Oil Mill Effluent
PPE	Personal Protective Equipment
RSPO	Roundtable on Sustainable Palm Oil
P&C	Principles & Criteria
RTE	Rare, Threatened or Endangered species
SCCS	Supply Chain Certification Standard
SEIA	Social & Environmental Impact Assessment
SIA	Social Impact Assessment
SOP	Standard Operating Procedure