

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

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

<b>Client Company Name / Parent Company: Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)</b>
Client company Address: Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4 Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia
Certification Unit: <b>Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)</b> Location of Certification Unit: Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4 Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia
Date of Final Report: 14/11/2022

**TABLE of CONTENTS**

**Page No**

Section 1: Scope of the Assessment.....	3
1.    Company Details .....	3
2.    Certification Information .....	3
3.    Other Certifications.....	4
4.    Location(s) of Mill & Supply Bases .....	4
5.    Description of Supply Base .....	4
6.    Plantings & Cycle.....	5
7.    Summary of Certified Tonnage of FFB (Own Certified Scope) .....	5
8.    Summary of Certified Tonnage of FFB (from other certified unit(s)).....	5
9.    Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	6
10.   Summary of Certified Tonnage (not applicable for ISS) .....	6
11.   Summary of Actual Volume sold .....	7
12.   Independent Smallholders Certified Tonnage / Volume .....	8
13.   Independent Smallholders Actual Sold Tonnage / Volume .....	9
Section 2: Assessment Process .....	10
2.1   Assessment Methodology, Programme, Site Visits.....	10
2.2   BSI Assessment Team .....	11
2.3   Assessment Plan.....	13
Section 3: Assessment Findings .....	16
3.1   Multiple Management Units and Time Bound Plan.....	16
3.2   Progress of scheme smallholders and/or outgrowers.....	17
3.3   Details of Nonconformities .....	19
3.3.1 Status of Nonconformities Previously Identified and Observations.....	24
3.3.2 Summary of the Nonconformities and Status.....	29
3.4   Stakeholders and previous land owner / user consultation.....	29
3.5   Impartiality and conflict of interest .....	32
Formal Signing-off of Assessment Conclusion and Recommendation .....	33
Appendix A: Summary of Findings .....	34
Appendix B: GHG Reporting Executive Summary .....	96
Appendix C: Location Map of Certification Unit and Supply bases.....	98
Appendix D: Estate Field Map.....	102
Appendix E: List of Smallholder Registered and/or sampled .....	103
Appendix F: List of Abbreviations.....	127

## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)		
<b>RSPO Membership Number</b>	1-0308-20-000-00	<b>Membership Approval Date</b>	10/12/2020
<b>Address</b>	Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4, Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia.		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA)		
<b>Location / Address</b>	Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4, Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor, Malaysia.		
<b>Website</b>	N/A		
<b>Management Representative</b>	Mohd Faridz Bin Harith	<b>E-mail</b>	fhpertaniaga@gmail.com
<b>Telephone</b>	019-7636605	<b>Facsimile</b>	N/A

2. Certification Information			
<b>Certificate Number</b>	RSPO 745410	<b>Certificate Start Date</b>	21/08/2021
<b>Date of First Certification</b>	21/08/2021	<b>Certificate Expiry Date</b>	20/08/2026
<b>Scope of Certification</b>	Production of Fresh Fruit Bunch of Independent Smallholder Group		
<b>Visit Objectives</b>	Determination of the conformity of the client's management system, or parts of it, with audit criteria and evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements.		
<b>Assessment Cycle</b>	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input checked="" type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO Independent Smallholders Standard 2019 <input type="checkbox"/> Choose an item. National Interpretation Choose an item. for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
<b>Supply Chain Module</b>	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	N/A
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input checked="" type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
N/A	N/A	N/A	N/A

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) - 306 members	Kanzu Knowledge Consultant, Left Wing, Susur Syed Alwi 4, Research Management Centre, Universiti Tun Hussein Onn Malaysia, 86400, Parit Raja, Batu Pahat, Johor	1°51'40.31"N	103°05'23.91"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
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) - Existing Members (107 members)	151.36	0.00	4.27	155.63	97.26
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (199 members)	212.53	0.00	30.76	243.29*	87.36
<b>Total</b>	<b>363.89</b>	<b>0.00</b>	<b>35.03</b>	<b>398.92</b>	<b>91.22</b>

**Note:**

Existing Members (107 members) - 4.27 hectare for infrastructure and others was not declared during last assessment

\* The certified hectareage data was as per approved LUCA report as follows:

- Total area of management unit (ha): 251.05 ha
- Total smallholding areas analyse: 237.11 ha (the balance of 13.94 ha is area for infrastructure, unused and other crops)
- Total area of raw liability (ha): 54.94 ha
- Total area of conservation liability (ha): 0.00 ha
- Environmental remediation: 37.7517 ha

<b>6. Plantings &amp; Cycle</b>						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – Existing Members (107 members)	0.00	64.10	81.47	5.79	151.36	0.00
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (199 members)	1.72	106.42	79.29	25.10	210.81	1.72
<b>Total (ha)</b>	<b>1.72</b>	<b>170.52</b>	<b>160.76</b>	<b>30.89</b>	<b>362.17</b>	<b>1.72</b>

**Note:** \*\*Only Mature area is considered as production area

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Aug 21 – Jul 22)	Actual (Aug 2021 – May 2022)		Forecast (Aug 22 – Jul 23)
		Previous license period (N/A)	Current license period (Aug 2021 – May 2022)	
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – Existing Members (107 members)	2,448.86	0.00	1,528.64	2,236.66
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (199 members)	0.00	0.00	0.00	3,129.77
<b>Total</b>	<b>2,448.96</b>	<b>1,528.64</b>		<b>5,366.43</b>

**Note:** The initial certification date started on 21/08/2021. The actual production period started from 21/08/2021 till 31/05/2022.

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Not applicable)	Actual (Not applicable)		Forecast (Not applicable)
		Previous license period (N/A)	Current license period (N/A)	
N/A		N/A	N/A	
<b>Total</b>		<b>N/A</b>		

**Note:** Not applicable for independent smallholders certification

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Not applicable)	Actual (Not applicable)		Forecast (Not applicable)
		Previous license period (N/A)	Current license period (N/A)	
N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>N/A</b>	<b>N/A</b>		<b>N/A</b>

**Note:** Not applicable for independent smallholders certification

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	N/A	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Note:** Not applicable for independent smallholders certification

10. Summary of Certified Tonnage (MT) (not applicable for ISS)				
Estimated last year (Not applicable)	Actual (Not applicable)			Forecast (Not applicable)
	Previous license period (N/A)		Current license period (N/A)	
<b>FFB</b>	<b>FFB</b>			<b>FFB</b>
N/A	N/A		N/A	N/A
	<b>TOTAL</b>	N/A		
<b>CPO (OER: %)</b>	<b>CPO (OER: %)</b>			<b>CPO (OER: %)</b>
N/A	N/A		N/A	N/A
	<b>TOTAL</b>	N/A		
<b>PK (KER: %)</b>	<b>PK (KER: %)</b>			<b>PK (KER: %)</b>
N/A	N/A		N/A	N/A
	<b>TOTAL</b>	N/A		

**Note:** Not applicable for independent smallholders certification

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

<b>10A. Monthly Records of Certified CPO &amp; PK since the last audit</b>			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>

**Note:** Not applicable for independent smallholders certification

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Not applicable)</b>					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	N/A	N/A	N/A	N/A	N/A
<b>PK (MT)</b>	N/A	N/A	N/A	N/A	N/A
<b>Credits</b>	N/A	N/A	N/A	N/A	N/A
<b>Previous License period (Not applicable)</b>					
<b>CPO (MT)</b>	N/A	N/A	N/A	N/A	N/A
<b>PK (MT)</b>	N/A	N/A	N/A	N/A	N/A
<b>Credits</b>	N/A	N/A	N/A	N/A	N/A

**Note:** Conventional is RSPO certified material but sold as non-RSPO.

<b>11A. Records of Certified CPO &amp; PK Sold under PalmTrace since the last audit (if any)</b>				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1.	N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>

**Note:**

<b>11B. Records of certified CPO &amp; PK Sold under other schemes since the last audit (if any)</b>				
No.	Buyers Name	Scheme Name	Certified CPO Sold (MT)	Certified PK Sold (MT)
1.	N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>

**Note:**

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1.	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>
<b>Note:</b>			

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1.	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>
<b>Note:</b>			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Aug 21 – Jul 22)			Actual (Aug 2021 – May 2022)			Forecast (Aug 22 – Jul 23)		
	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			2,448.86			1,528.64			5,366.43
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

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)
1.	Aug 2021 – May 2022	0.00	0.00	0.00	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Note:</b> 1 mt = 1 credit						
No FFB was sold as certified FFB since the last audit						

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (Aug 2021 – May 2022)</b>							
<b>Credits</b>				0.00	0.00	0.00	0.00
<b>Physical</b>	0.00	1,528.64	0.00				
<b>Previous License period (N/A)</b>							
<b>Credits</b>				0.00	0.00	0.00	0.00
<b>Physical</b>	0.00	0.00	0.00				

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)
1.	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>TOTAL</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Note:</b> No FFB was sold as certified FFB since the last audit							

## 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.  
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639  
Representative: Chaiyaporn Seekao ([Chaiyaporn.Seekao@bsigroup.com](mailto:Chaiyaporn.Seekao@bsigroup.com))  
Website: [www.bsigroup.com](http://www.bsigroup.com)

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 **27/06/2022 – 01/07/2022**. The audit programme is included as Section 2.3.

The approach to the audit was to treat the independent smallholders 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 **13/09/2022**. 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. Independent Smallholder Standard 2019 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.

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

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**

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 4)</b>	<b>Year 5 (ASA 5)</b>
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – Existing Members (107 members)	X	X	X	X	X
Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) – New Members (199 members)	N/A	X	X	X	X

**Tentative Date of Next Visit: June 5, 2023 - June 9, 2023**

**Total Number of Mandays: 18 Mandays**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Muhammad Fadzli Masran (MFM)	Team Leader	<p><b>Education:</b> Holds a Bachelor Degree in Forestry Science, University Putra Malaysia</p> <p><b>Work Experience:</b> He has more than 10 years working experience in palm oil estate as Assistant Manager managing operations and sustainability implementation experience including workers’ welfare, workers’ occupational, health &amp; safety, environment conservation and protection at buffer areas and continuous improvement management plans. He involved in internal auditing on ISO9001 and ISO14001 standards.</p> <p><b>Training attended:</b> He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course, Endorsed RSPO Lead Auditor Course, MSPO Lead Auditor Course, Endorsed RSPO Supply Chain Certification training course, MSPO Supply Chain Certification System (SCCS) Auditor training Course, CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course, HCV and GIS Training and SMETA Requirements Training.</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p><b>Aspect covered in this audit:</b> Good agriculture practices, legal requirements, training and continual improvement.</p>

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

<p>Mohamed Zainal (MHZA)      Hidhir Abidin</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor Degree in Chemical Engineering, graduated from National University of Malaysia on 2006.</p> <p><b>Work Experience:</b> 4½ years working experience in palm oil industry specifically in palm oil mill as Mill Engineer. More than 10 years of auditing experience with accredited certification body for several schemes include ISO9001, ISO14001, OHSAS18001 (now ISO45001), RSPO, MSPO and RBA Labor Ethics</p> <p><b>Training attended:</b> He has completed ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course, OHSAS 18001 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, MSPO Awareness Training, Endorsed RSPO SCCS Lead Auditor Course, HCV &amp; HCS Introductory Training and SMETA Requirements Training.</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p><b>Aspect covered in this audit:</b> Environment and HCV, occupational health &amp; safety, training</p>
<p>Muhamad Naqiuddin (MNM)      Mazeli</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor of Science Horticulture, University Putra Malaysia</p> <p><b>Work Experience:</b> 11 years working experience in oil palm industry managing sustainability implementation and certification of RSPO P&amp;C, ISCC, and ISO9001 and ISO 18001 for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO and other certifications where applicable to the operations during previous company.</p> <p><b>Training attended:</b> He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV &amp; HCS Introductory Training, Endorsed RSPO P&amp;C Lead Auditor Course and Social Auditing &amp; SMETA Training</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p><b>Aspect covered in this audit:</b> Internal control system, legal requirements, traceability and RSPO supply chain requirements.</p>
<p>Mohd. Razaleigh Mohamad (MRM)</p>	<p>Team Member</p>	<p><b>Education:</b> Holds a Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p><b>Work Experience:</b> He has 5 years' experience in Oil Palm Estate Management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&amp;C, MSPO P&amp;C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p><b>Training attended:</b> He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed MSPO P&amp;C Lead Auditor Course, Social Accountability SA8000 Auditor Course, RSPO Independent Smallholder (IHS) Auditor Training.</p> <p><b>Language proficiency:</b> Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p><b>Aspect covered in this audit:</b> Continual improvement, Social aspects, employee welfare and stakeholder consultation.</p>

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Suhaili Sahari	Peer Reviewer	<p><b>Education:</b> He holds a Bachelor Degree in Science majoring Industrial Chemistry from Liverpool University. He holds a Master Degree in Business Administration from Multimedia University, Malaysia. He holds a PhD in Economics &amp; Muamalat from University Science Islam Malaysia</p> <p><b>Work Experience:</b> He has more than 25 years' experience in training, teaching, consulting, quality and production for both manufacturing and plantation operation as well as education industry. He has experience conducting ISO, HACCP, Euro GAP, GLOBALG.A.P., RSPO, MSPO, Environment and Food Safety audits</p> <p><b>Training attended:</b> He has completed Endorsed RSPO P&amp;C Lead Auditor Course and RSPO/ASI Peer reviewer training.</p>
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**Accompanying Persons:**

Name	Role
Valence Shem	<p>Qualifying Reviewer for Mohamed Hidhir</p> <p><b>Education:</b> Holds BTech (Hons) Bachelor Degree in Industrial Technology, University of Science Malaysia</p> <p><b>Work Experience:</b> He has experienced 9 years working in oil palm plantation industry. He also has experience in Management system auditing since 2009 for various standards such as ISO 140001, RSPO P&amp;C, RSPO SCCS, MSPO and SMETA.</p> <p><b>Training attended:</b> He has completed ISO 14001 Lead Auditor Course, ISO 9001 Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed RSPO SCCS Lead Assessor Course, MSPO Awareness Training, ISO 45000 Lead Auditor Course, SMETA Auditor training, HCV-HCS training, and RSPO-endorsed RSPO ISH Standard 2019 Lead Auditors Course</p>

**2.3 Assessment Plan**

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

Onsite Audit

Date	Time	Subjects	MFM	MHZA	MNM	MRM
Sunday, 26/06/2022	PM	Auditors travel to Batu Pahat and check in at Katerina Hotel.	√	√	√	√
Monday, 27/06/2022	0900 - 0930	<p>Opening meeting:</p> <ul style="list-style-type: none"> <li>Opening presentation by audit team leader</li> <li>Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation)</li> </ul>	√	√	√	√
	0930 - 1300	<p>Group Manager, Client's office</p> <ul style="list-style-type: none"> <li>Review of members' profiles &amp; key management documents</li> <li>Document Audit: Public documents, SOPs, Policies, Internal audit, Production &amp;</li> </ul>	√	√	√	√

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Date	Time	Subjects	MFM	MHZA	MNM	MRM
		traceability requirements, FFB pricing, legal and other requirements, review on SEIA documents and records, wage records, complaint records, workers records, training records, permits, continual improvement plan, etc.				
	1300 - 1400	Lunch break	√	√	√	√
	1400 - 1630	Group Manager, Client's office <ul style="list-style-type: none"> <li>Document review: Land use type, customary right land, complaints and grievance, safe work practices, employment conditions, training and competency, environmental management plan, energy usage, waste management plan, natural water resources, HCV, ERT awareness, zero burning, best practices, site management and development of new planting (if any)</li> </ul>	√	√	√	√
	1630 - 1700	Interim closing briefing	√	√	√	√
Tuesday, 28/06/2022	0900 - 1300	Field visit at 17 smallholders' farms <ul style="list-style-type: none"> <li>Interview with smallholders</li> <li>Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.</li> </ul>	√	√	√	√
	1300 - 1400	Lunch break	√	√	√	√
	1400 - 1630	Continue with field visit	√	√	√	√
	1630 - 1700	Interim closing briefing with respective Group Manager Representative	√	√	√	√
Wednesday 29/06/2022	0900 - 1300	Field visit at 17 smallholders' farms <ul style="list-style-type: none"> <li>Interview with smallholders</li> <li>Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.</li> </ul>	√	√	√	√
	1300 - 1400	Lunch break	√	√	√	√
	1400 - 1630	Continue with field visit	√	√	√	√
	1630 - 1700	Interim closing briefing with respective Group Manager Representative	√	√	√	√
	0900 - 1300	Field visit at 17 smallholders' farms	√	√	√	√

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Date	Time	Subjects	MFM	MHZA	MNM	MRM
Thursday 30/06/2022		<ul style="list-style-type: none"> <li>Interview with smallholders</li> <li>Observation on harvesting, agrochemicals and fertilizers application, land use rights, land conflict, boundary demarcation, riparian zone protection, wastes management, occupational safety risk management, etc.</li> </ul>				
	1300 - 1400	Lunch break	√	√	√	√
	1400 - 1630	Continue with field visit	√	√	√	√
	1630 - 1700	Interim closing briefing with respective Group Manager Representative	√	√	√	√
Friday 01/07/2022	0900 – 1230	Continue with documents audit of any outstanding elements from Day 1	√	√	√	√
	1000 - 1230	Stakeholders consultation (surrounding communities, government agencies, contractors, vendors, NGO, etc.)	-	-	-	√
	1230 - 1400	Lunch break and Friday prayer	√	√	√	√
	1400 - 1530	Continue with documents audit of any outstanding elements	√	√	√	√
	1530 - 1600	Audit team discussion & preparation for closing meeting	√	√	√	√
	1600 - 1700	Closing briefing	√	√	√	√

Major NC Close Out

Date	Time	Subjects	MFM
Monday 12/09/2022	PM	Auditor Travelling	√
Tuesday 13/09/2022	09.00 – 09.15	Opening Meeting: Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan	√
	09.00 – 12.00	Verification on previous Major NC: 1. 2219448-202206-M1 2. 2219448-202206-M1 3. 2219448-202206-M3 Site observation ,workers interview (individual and group session) if necessary Document review – implemented evidence	√
	12.00 – 13.00	Closing Meeting	√
	13.00	Audit Team travel back	√

### 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?	Not applicable for independent smallholder certification.	Not Applicable
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	Not applicable for independent smallholder certification.	Not Applicable
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.	Not applicable for independent smallholder certification.	Not Applicable
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	Not applicable for independent smallholder certification.	Not Applicable
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?	Not applicable for independent smallholder certification.	Not Applicable
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	Not applicable for independent smallholder certification.	Not Applicable
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 <b>Major</b> non-compliance shall be raised	Not applicable for independent smallholder certification.	Not Applicable
<b>Un-Certified Units or Holdings</b>		
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.	Not applicable for independent smallholder certification.	Not Applicable
Any new plantings since January 1 <sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.	Not applicable for independent smallholder certification.	Not Applicable
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, 4.6, 4.7 and 4.8.	Not applicable for independent smallholder certification.	Not Applicable

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	Not applicable for independent smallholder certification.	Not Applicable
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Not applicable for independent smallholder certification.	Not Applicable
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.	Not applicable for independent smallholder certification.	Not Applicable
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?	Not applicable for independent smallholder certification.	Not Applicable
Have there been any stakeholder (including NGO) consultation conducted?	Not applicable for independent smallholder certification.	Not Applicable

**3.2 Progress of scheme smallholders and/or outgrowers**

<b>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</b>		
<b>Requirement</b>	<b>Remarks</b>	<b>Compliance</b>
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?  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.	Not applicable for independent smallholder certification.	Not Applicable

**Approved Time Bound Plan**

Not applicable for independent smallholder certification.

### 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; Zero (0) Minor nonconformities and Zero Opportunity For Improvement raised. The Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) 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			
<b>NCR Ref #</b>	2219448-202206-M1	<b>Date Issued</b>	01/07/2022
<b>Due Date</b>	28/09/2022	<b>Date of nonconformity Closure</b>	13/09/2022
<b>Clause &amp; Category (Critical / Minor)</b>	4.2 MS A & B - Critical		
<b>Statement of Nonconformity:</b>	<ul style="list-style-type: none"> <li>i) No development of plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process submitted to RSPO</li> <li>ii) No RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019</li> </ul>		
<b>Requirement Reference:</b>	<ul style="list-style-type: none"> <li>i) Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.</li> <li>ii) An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.</li> </ul>		
<b>Objective Evidence:</b>	<ul style="list-style-type: none"> <li>i) No identified area for remediation available for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO.</li> <li>ii) No approved remediation plan for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO.</li> </ul>		
<b>Corrections:</b>	<ul style="list-style-type: none"> <li>i) PERTANIAGA will communicate and follow-up with RSPO compensation team to close any outstanding issues (if any) in order to receive the final LUCA Report.</li> <li>ii) If there is any remediation plan required by RSPO, PERTANIAGA will exclude the farms that required remediation from certification together with this group without affecting other group members` certification status.</li> </ul>		
<b>Root Cause Analysis:</b>	<ul style="list-style-type: none"> <li>iii) PERTANIAGA follows Simplified HCV Approach for Independent Smallholders and first submitted our RSPO LUCA Disclosure Template on 14th March 2022. But the process took longer than expected due to large number of farm submission (214 Farmers with 241 Farms) and further multiple verification requests by RSPO with final request from RSPO for PERTANIAGA to submit HCV assessment report on 10th June 2022. Upon final submission to RSPO,</li> </ul>		

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	RSPO would only be able to complete the final LUCA report after the external audit week.
<b>Corrective Actions:</b>	<p>i) Develop LUCA submission SOP and timeline (with guidance from RSPO Smallholders Team) to ensure all LUCA submission in the future will be completed by RSPO and the final report will be available in time for the external audit.</p> <p>ii) PERTANIAGA will conduct consultation sessions with affected farmers whose farms required remediation plan (if any) to arrive to a mutual solution that are beneficial to all parties.</p> <p>iii) Communicate with the PERTANIAGA members on the new SOP of LUCA submission.</p>
<b>Assessment Conclusion:</b>	<p>Major NC verification:</p> <p>PERTANIAGA has submitted the LUCA report LUC Analysis Verification Results Documents for RSPO Regarding PERTANIAGA, version 2 dated 08/09/2022. as per report, approved information as follows:</p> <ul style="list-style-type: none"> <li>• Name of RSPO Member: PERTANIAGA</li> <li>• RSPO Membership no: 1-0308-20-000-00</li> <li>• Date of joining RSPO: 10/12/2020</li> <li>• Name of subsidiary/management units: PERTANIAGA</li> <li>• Country of subsidiary/management units: Malaysia</li> <li>• Province and district of subsidiary/management units: Batu Pahat and Pontian, Johor</li> <li>• Date of HCV assessment: 24/01/2022</li> <li>• Date of HCV report issue: 10/06/2022</li> <li>• Land clearing prior HCV assessment: Y</li> <li>• Total area of management unit (ha): 251.05 ha</li> <li>• Total smallholding areas analyse: 237.11 ha (only 54.74 ha (29 plot) have liabilities</li> <li>• Total area of raw liability (ha): 54.94 ha</li> <li>• Total area of conservation liability (ha): 0.00 ha</li> <li>• Environmental remediation: 37.7517 ha</li> <li>• Method used for LUC analysis: Manual</li> <li>• Organization who conducted LUC analysis: PT Hijau Daun</li> <li>• Dated when complete data set was received: June 2022</li> <li>• Kappa accuracy assessment results (if any): Not stated</li> <li>• Date when this report was prepared: September 2022</li> </ul> <p>As per communication email by Mr. Indrawan Suryadi dated 09/08/2022, the ISH LUCA of PERTANIAGA status is Pass, the Final Conservation Liability is 0.00 ha and the Environmental Remediation is now become 37.75 ha.</p> <p>As the RaCP for ISH is still under development, the RaCP has only been limited to quantification and recording of conservation obligations as well as identification of areas requiring remediation, through Disclosure and LUCA.</p>

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	<p>PERTANIAGA has established Standard Operating Procedure for LUCA submission entitled "Garis Panduan Analisis Perubahan Guna Tanah" dated 01/08/2022. Refer document no. PERTANIAGA06.</p> <p>PERTANIAGA has established Environmental Management Plan for area with raw liability.</p> <p>All the corrective action and evidence of implementation were found to be adequate and effectively implemented. The Major NC closed on 13/09/2022.</p>
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Non-conformity			
<b>NCR Ref #</b>	2219448-202206-M2	<b>Date Issued</b>	01/07/2022
<b>Due Date</b>	28/09/2022	<b>Date of nonconformity Closure</b>	13/09/2022
<b>Clause &amp; Category (Critical / Minor)</b>	3.5 MS B - Critical		
<b>Statement of Nonconformity:</b>	Access to safe working conditions and basic first aid supplies was not effectively demonstrated.		
<b>Requirement Reference:</b>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> <li>• Safe and adequate housing, where applicable,</li> <li>• Access to basic first aid supplies</li> <li>• Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work.</li> <li>• Adequate drinking water</li> </ul> <p>iii) Access to toilets</p>		
<b>Objective Evidence:</b>	Understanding and access of first aid supplies have to be further improved based on 14 ISH sampled at visited plots. Furthermore, first aid box sampled at smallholder #15 (farmer's ID: 0084-01-006), a few expired items: hand plaster, expired date: 06/20, iodine: 7/21 and oral medication: paracetamol, pain-killers were kept in the box.		
<b>Corrections:</b>	<p>i) PERTANIAGA to establish First Aid Standard of Procedure (SOP).</p> <p>ii) PERTANIAGA to conduct first aid training to all group members.</p> <p>iii) All group members will have access to basic first aid kit. GM will keep record of a list of farmers who already obtained their first aid kit and will ensure the kit is managed in reference to SOP. This record will be monitored annually during the internal audit by PERTANIAGA.</p>		
<b>Root Cause Analysis:</b>	<p>i) PERTANIAGA does not have the first aid standard of procedure (SOP) for group members to follow.</p> <p>ii) PERTANIAGA has not conducted the first aid training to the group members.</p>		
<b>Corrective Actions:</b>	<p>i) PERTANIAGA to communicate with the PERTANIAGA members on the First Aid Standard of Procedure (SOP).</p> <p>ii) Collaborate with external first aid expert (PBSM/JPAM) to develop PERTANIAGA group members as first aid committee members and trainers.</p> <p>iii) PERTANIAGA to conduct annual refresher training to all group members.</p>		

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	iv) PERTANIAGA to conduct annual monitoring to ensure compliance with SOP
<b>Assessment Conclusion:</b>	<p>Major NC verification</p> <p>PERTANIAGA has established Standard Operating Procedure for First Aid entitled "Garis Panduan Pelan Tindakan Kecemasan" dated 11/08/2022. Refer document no. PERTANIAGA08.</p> <p>PERTANIAGA has established First Aid Committee member lead by the Group Manager. All the committee member has attended competent First Aider training conducted by Malaysian Red Crescent, Kluang, Johor on 05 - 06/08/2022.</p> <p>PERTANIAGA has conducted first aid kit training for all smallholder members on 15/08/2022 - 22/08/2022. The training was conducted on big scale, by gathering all farmers. for farmers who unable to join the big scale training, small scale training was conducted by visiting the farmers. this to ensure all members were trained in first aid.</p> <p>PERTANIAGA has established training plan for First Aid training documented in annual training plan under part 4 for new join member and continuous improvement training for existing members . Reviewed the training plan FY 2021 - 2022 and FY 2022 - 2023.</p> <p>PERTANIAGA provided first aid kit to all smallholder members. All first aid kit consist of 13 first aid item. Review the acknowledgment of receiving first aid kit by the smallholder members dated 15/08/2022 - 22/08/2022.</p> <p>PERTANIAGA will conducted annual monitoring for first aid kit provided during Internal Audit and Farm Assessment. The monitoring will be recorded in the Monitoring Mainsheet Data.</p> <p>All the corrective action and evidence of implementation were found to be adequate and effectively implemented. The Major NC closed on 13/09/2022.</p>

Non-conformity			
<b>NCR Ref #</b>	2219448-202206-M3	<b>Date Issued</b>	01/07/2022
<b>Due Date</b>	28/09/2022	<b>Date of nonconformity Closure</b>	13/09/2022
<b>Clause &amp; Category (Critical / Minor)</b>	B.1.2 MS A - Critical		
<b>Statement of Nonconformity:</b>	Internal control system for ensuring legal documentation of group members was not effectively implemented.		
<b>Requirement Reference:</b>	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager		
<b>Objective Evidence:</b>	During document review, it was noted that from 214 new members, 117 was found without active MPOB license and was still in progress for application of license. This shows the Internal control system for ensuring legal documentation of group members was not effectively implemented.		
<b>Corrections:</b>	i) PERTANIAGA will communicate and follow up with MPOB Enforcement to review all the 117 applications and close any outstanding issues for approval and issuance of MPOB license.		

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	<ul style="list-style-type: none"> <li>ii) For MPOB license applications that are not approved or that have not received confirmation by MPOB that the applications are in order before 28th September 2022 (90 days), PERTANIAGA will exclude these farmers from certification together with this group to avoid affecting other group members` certification status.</li> </ul>
<b>Root Cause Analysis:</b>	<ul style="list-style-type: none"> <li>i) PERTANIAGA has submitted the registration for 117 new members from 08th March to 21st June 2022. As MPOB does not provide the approval process timeline, PERTANIAGA assume that all 117 new members that are still in "In Progress" status will receive their approval and license issuance in due time and therefore could meet the legal documentation requirement.</li> <li>ii) There is a gap in PERTANIAGA MPOB License SOP and internal audit process which did not capture this matter as a finding.</li> </ul>
<b>Corrective Actions:</b>	<ul style="list-style-type: none"> <li>i) Strengthen SOP (Tatacara Permohonan LESEN MPOB Program Pekebun Kecil PERTANIAGA) on managing and monitoring new and renewal MPOB license application process.</li> <li>ii) PERTANIAGA to ensure only group members with active MPOB license are qualified to undergo RSPO external certification audit.</li> <li>iii) Communicate with the PERTANIAGA members on the updated SOP (Tatacara Permohonan LESEN MPOB Program Pekebun Kecil PERTANIAGA).</li> <li>iv) To improve the Internal Audit report format to capture all key indicator and requirement in the RISS.</li> </ul>
<b>Assessment Conclusion:</b>	<p>Major NC verification</p> <p>PERTANIAGA has ensure all the 117 smallholders members obtain the MPOB license. Reviewed the List of Smallholder Members includes the MPOB license number.</p> <p>PERTANIAGA has reviewed the Standard Operating Procedure for obtaining MPOB License in "Garis Panduan Semakan Status Lesen MPOB PERTANIAGA (V3)" dated 05/09/2022. Refer document no. PERTANIAGA06. In the SOP established stated that smallholders who do not have a valid and active MPOB license cannot be register in PERTANIAGA Group Producer for RISS certification.</p> <p>PERTANIAGA has communicate the updated Standard Operating Procedure for obtaining MPOB License in "Garis Panduan Semakan Status Lesen MPOB PERTANIAGA (V3) during training. Review training records dated 15/08/2022 - 22/08/2022.</p> <p>PERTANIAGA has updated the Internal Audit base on RSPO Independent Smallholder Standard Checklist V4.</p> <p>All the corrective action and evidence of implementation were found to be adequate and effectively implemented. The Major NC closed on 13/09/2022.</p>

<b>Opportunity for Improvements</b>	
<b>OFI #</b>	<b>Description</b>
<b>OFI 1</b>	N/A

Positive Findings	
PF #	Description
PF 1	Good cooperation from the management team.
PF 2	Fast document retrieval
PF 3	Good arrangement on the farm visit
PF 4	Good training program planned and conducted by the group manager
PF 5	The smallholders members have good understanding on sustainability standard

### 3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
<b>NCR Ref #</b>	2059882-202105-M1	<b>Date Issued</b>	21/05/2021
<b>Due Date</b>	20/05/2022	<b>Date of nonconformity Closure</b>	15/07/2021
<b>Clause &amp; Category (Critical / Minor)</b>	3.1 Milestone A (Critical)		
<b>Statement of Nonconformity:</b>	Implementation of measure to ensure voluntary work and prohibited labour practices was not effectively demonstrated.		
<b>Requirement Reference:</b>	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents including but not limited to passports;</li> <li>• Payment of recruitment fees by workers;</li> <li>• Contract substitution;</li> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign;</li> <li>• Penalty for termination of employment;</li> <li>• Debt bondage;</li> <li>• Withholding of wages</li> </ul>		
<b>Objective Evidence:</b>	Sample of one contractor's worker under Seteguh Enterprise (collection centre), was not registered under the company. Furthermore, no effective measures to monitor casual worker used by smallholders and workers registered under collection centre to ensure legality of workers prior to engagement.		
<b>Corrections:</b>	Discontinue the services of any local or foreign workers that do not have legal documentation and permit (foreign worker).		
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>1. Due to shortage of labour at Collection Center, Collection Center have arranged with other company to support the demand of workers for farms operation</li> <li>2. Lack of monitoring due to no mechanism of workers registration has yet to be established for casual workers in farm operation at Collection Center.</li> </ol>		

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. To establish procedure of the mechanism of workers registration. All CC/Agent, whose workers will work in any of PERTANIAGA smallholders' farms or workers who will directly without intermediary such as CC / agent, will be required to register with PERTANIAGA via PERTANIAGA Workers Registered Database (G1) and provide proof of documents that these workers will work legally and voluntarily. The list of workers will be updated in PERTANIAGA Workers Registered Database (G1).</li> <li>2. PERTANIAGA will enhance our Social Policy and seek feedback from external consultant / expert/ advisor before circulating the Policy to all members and 3rd party service providers. This policy will be communicated, acknowledged and accepted by our members once they have read and understand the policy. For 3rd party service providers, this is required when they register in PERTANIAGA Workers Registered Database (G1).</li> </ol>
<b>Assessment Conclusion:</b>	<p>Evidence verified:</p> <ol style="list-style-type: none"> <li>1. Memos dated 28/06/2021 to all the labour providers that show the service of any workers without legal documents and work permit has been discontinued</li> <li>2. A procedure entitled "PERTANIAGA Workers Registered SOP" describing the mechanism to register workers. This includes collecting information about the legality status of a worker and update it in the registration database template.</li> <li>3. The latest updated "PERTANIAGA Workers Registered Database (G1)" which has the information about group members names, labour provider, workers name, nationality, ID/passport No., work permit, date of birth, to name a few</li> <li>4. A memo dated 11/06/2021 to all the group members informing them about the importance to adhere all the 17 policies related to RSPO established by the Group Manager. The acknowledgement of receipt of the memo had been done by the members through Google Form.</li> </ol> <p>The evidence of correction and corrective actions implementation was found to be adequate to close the NCR. The continuous effective implementation shall be verified in the next assessment.</p> <p>ASA 1 Verification</p> <ol style="list-style-type: none"> <li>a) SOPs maintained in the "PERTANIAGA Workers Registered SOP" describing the mechanism to register workers.</li> <li>b) Workers database has been verified by auditor and has been recorded in the document PERTANIAGA Workers Registered Database for group 1 and 2. Information of casual workers recorded base on the smallholders list include workers name, ID/passport number and training attended.</li> <li>c) Communication of the RSPO policy conducted phase by phase depending on the availability of the smallholders. Sample of communication conducted on 9-10/03/2022 conducted by CSS/Asia Business School.</li> <li>d) As per site visit, it is found out that there is no permanent workers hired by the smallholder, which only casual workers appointed through the collection centre and salary payment advance done by CC payment will deduct through FFB payment.</li> <li>e) Sample of deduction of wages for casual workers sighted in the acceptance receipt "Acceptance receipt" dated 11/06/2022</li> </ol> <p>Evidence verified conformed compliance for the requirement, thus, Major Non-conformities remain closed.</p>

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Non-conformity			
<b>NCR Ref #</b>	2059882-202105-M2	<b>Date Issued</b>	21/05/2021
<b>Due Date</b>	20/05/2022	<b>Date of nonconformity Closure</b>	15/07/2021
<b>Clause &amp; Category (Critical / Minor)</b>	D.1.1 Eligibility (Critical)		
<b>Statement of Nonconformity:</b>	The procedure for the tracking of FFB has yet to be established.		
<b>Requirement Reference:</b>	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.		
<b>Objective Evidence:</b>	Based on site visit, it was observed that there is a risk that the potential certified FFB and non-certified FFB to be mixed especially during transportation from field to collection centre. However, the procedure for the tracking of certified FFB whilst taking this risk into consideration has yet to be established.		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. Farm: Put Signage for certified FFB (upon harvesting)</li> <li>2. Transportation from farm to CC: Segregate FFB by separating the FFB using divider (e.g. frond, canvas, hardboard) in the lorry bucket and weighing will be done separately collecting separately certified/non-certified</li> <li>3. Internal Memo to communicate items no 1 and 2 to farmers and Collection Center members of PERTANIAGA.</li> <li>4. Producer group-in-charge to monitor the certified FFB weigh according to the receipt (by Collection Center) monthly for all members of PERTANIAGA.</li> </ol>		
<b>Root Cause Analysis:</b>	No SOP on the FFB segregation at farm, transportation and weighing process.		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Develop SOP on FFB segregation and standard designated space for certified FFB and circulated to all farmers and respective Collection Centre, as well as Collection Center members of PERTANIAGA.</li> <li>2. Collection Center to recognise the certified FFB and remark RISS certified farmers' members of PERTANIAGA in their system.</li> <li>3. PERTANIAGA (Treasurer and Exco Economy) to monitor record keeping for certified FFB segregation quarterly for all members of PERTANIAGA.</li> </ol>		
<b>Assessment Conclusion:</b>	Evidence verified: <ol style="list-style-type: none"> <li>1. A picture of the "Certified FFB" signage to label the certified FFB at the field collection platforms</li> <li>2. Pictures of hardboard being used to segregate certified and non-certified FFB in a lorry bucket and a picture of a motorbike mounted with bucket to send the certified FFB in the event that the quantity of FFB is practically too small to be separated in a lorry bucket</li> <li>3. Weighbridge ticket dated 25/05/2021 (ticket no.: 48485) that shows certified and non-certified FFB were separately collected.</li> <li>4. Copy of the internal memo dated 11/06/2021 to farmers and collection centre with regards to segregation method of certified and non-certified FFB</li> <li>5. Records that show the weight of certified FFB according to receipts from collection centre are being monitored by the producer group in-charge.</li> </ol>		

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	<p>6. The SOP entitled "Garis Panduan Pengasingan Buah Tandan Segar (BTS) di bawah Program Pekebun Kecil P&amp;G" (Guideline to Separate FFB under P&amp;G Smallholders Programme) which describes the method of FFB segregation in the field and at the collection centre.</p> <p>7. A memo (Subject: Prosedur Operasi Standard Pengasingan Buah Tandan Segar) to all that shows the FFB segregation SOP has been circulated to all farmers and collection centres</p> <p>8. An excel sheet records that show the segregation of certified FFB is being monitored by the Treasurer and Exco Economy</p> <p>The evidence of correction and corrective actions implementation was found to be adequate to close the NCR. The continuous effective implementation shall be verified in the next assessment.</p> <p>ASA 1 Verification</p> <p>During site verification found the signage already been install at collection centre (Syarikat Seteguh) and have system to record that certified and non certified. Sample on weighbridge ticket dated 31/5/2022 (ref no; 05/2022-M0014) showed that shows certified and non-certified FFB were separately collected. As per interview with smallholder and collection centre they aware regarding to SOP entitled "Garis Panduan Pengasingan Buah Tandan Segar (BTS) di bawah Program Pekebun Kecil P&amp;G" (Guideline to Separate FFB under P&amp;G Smallholders Programme) which describes the method of FFB segregation in the field and at the collection centre.</p> <p>Evidence verified conformed compliance for the requirement, thus, Major Non-conformities remain closed.</p>
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Non-conformity			
<b>NCR Ref #</b>	2059882-202105-M3	<b>Date Issued</b>	21/05/2021
<b>Due Date</b>	20/05/2022	<b>Date of nonconformity Closure</b>	15/07/2021
<b>Clause &amp; Category (Critical / Minor)</b>	D.3.1 Eligibility (Critical)		
<b>Statement of Nonconformity:</b>	No record of agreement and communication of Premium distribution SOP.		
<b>Requirement Reference:</b>	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded and the premiums are paid in a timely and convenient manner.		
<b>Objective Evidence:</b>	There was no evidence to show that agreement between group and group manager on how the premiums should be used has been established and recorded. The SOP on How Premium Distributed dated 20/05/2021 had been established. However, there is no evidence that the SOP has been communicated to the group members.		
<b>Corrections:</b>	Internal Memo and SOP will be circulated to Group 1 members. Upon distribution on these documents, PERTANIAGA to request smallholder to sign the agreement		

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	via google form. These documents will be kept in the individual farmers file in the form of hard copy.
<b>Root Cause Analysis:</b>	Although SOP on premium distribution has been established on 20/5/2021, PERTANIAGA has not been able to engage with our members to circulate the SOP to all Group 1 members within the stipulated time to record their acceptance. This issue also was not detected during the Internal Audit.
<b>Corrective Actions:</b>	PERTANIAGA will conduct online meeting by batch (as a follow-up session) to all Group 1 members to deploy and socialize the SOP on premium distribution. To revise the Internal Audit report format to include all indicator and requirement in the RISS.
<b>Assessment Conclusion:</b>	<p>Evidence verified:</p> <ol style="list-style-type: none"> <li>1. A memo dated 11/06/2021 that shows the SOP on premium distribution have been communicated to all the group members. The memo is considered as an agreement between the group manager and the group members where the group members have signed via google form.</li> <li>2. Revised Internal Audit Report formats/checklists (group manager and ISH farmers) that show all the indicators and requirements in the RISS have been included. The checklists have the information about the standard’s requirements and objective evidence to be looked for.</li> </ol> <p>The evidence of correction and corrective actions implementation was found to be adequate to close the NCR. The continuous effective implementation shall be verified in the next assessment.</p> <p>ASA 1 Verification          “Prosedur untuk pembayaran, perdagangan, pernyataan dan penghasilan RSPO” dated 20/5/2021 was reviewed.</p> <p>Reviewed training or briefing material and attendance records dated 09/03/2022 – 10/03/2022 at Pine Tree Hotel as per sampling :-</p> <p>Smallholder id</p> <p>Group 1</p> <ol style="list-style-type: none"> <li>i) 0026-01-001(14/05/2022)</li> <li>ii) 0020-01-001(09/03/2022)</li> <li>iii) 0060-01-002(09/03/2022)</li> <li>iv) 0073-01-004(09/03/2022)</li> </ol> <p>Group 2</p> <ol style="list-style-type: none"> <li>i) 0198-01-004 (14/05/2022)</li> <li>ii) 0190-01-004 (14/05/2022)</li> <li>iii) 0176-01-003 (02/06/2022)</li> <li>iv) 0182-01-003 (01/06/2022)</li> </ol> <p>Evidence verified conformed compliance for the requirement, thus, Major Non-conformities remain closed.</p>

**Opportunity for Improvement**

OFI#	Description
<b>OFI 1</b>	<p><b>OFI Statement:</b>  Indicator 4.4 Milestone B  The action plan for peat management had been established. It can be further improved by including the information about timeframe and responsible person.</p> <p><b>Verification / Follow-up actions:</b>  Action plan for peat management documented in the document "Peat land management planning for the year 2020 to 2025 (Group 1 RISS). Total 10 plan has been outlined with information such as details, timeframe and date of implementation. Discussion has been done by the Jabatan Pengairan dan Saliran on 01/06/2022 and Dr Qurshina, from UiTM Jasin.</p>

### 3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2059882-202105-M1	Critical	3.1 Milestone A	21/05/2021	Closed on 15/07/2021
2059882-202105-M2	Critical	D.1.1 Eligibility	21/05/2021	Closed on 15/07/2021
2059882-202105-M3	Critical	D.3.1 Eligibility	21/05/2021	Closed on 15/07/2021
2219448-202206-M1	Critical	4.2 Milestone A and B	01/07/2022	Closed on 13/09/2022
2219448-202206-M2	Critical	3.5 Milestone B	01/07/2022	Closed on 13/09/2022
2219448-202206-M3	Critical	B.1.2 Milestone A	01/07/2022	Closed on 13/09/2022

### 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 Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) 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.

<b>Stakeholders contacted</b>		
<b>Type of Stakeholder</b> (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	<b>Stakeholder name / organization</b>	<b>Means of communication</b> (e.g. face to face interview, email, phone interview, comment from public notice)
Internal Stakeholders	Sampled Smallholders Members	Face to Face Interviews
Governmental Department	Malaysia Palm Oil Board, Parit Raja	Face to Face Interviews
Governmental Department	Drainage and Drainage Department	Face to Face Interviews
Governmental Department	Ayer Itam Agricultural Center	Face to Face Interviews
External Stakeholders	Southern Waste Management	Face to Face Interviews
External Stakeholders	Yara (M) International Sdn Bhd	Face to Face Interviews
External Stakeholders	Sudinana	Face to Face Interviews

<b>Stakeholders comment</b>	
<b>1</b>	<p><b>Feedbacks:</b></p> <p><b>Smallholders</b> – As per audit, feedback from the smallholders show positive impact of established of Pertaniaga. Certified smallholder mentioned that they received support internal of fertilizers recommendation, soil and leaf analysis, consultation for GAP.            Field operations mostly outsourced to contractor (under collection center or casual workers) and some of them managed their own farm. For those who outsourced, rate for harvesting ranging from RM60 – RM90 depending on area and palm height. Casual workers paid as per the verbal agreed rate. If the workers supplied from collection center, salary will be deducted from FFB payment.            The smallholders aware of the complaint mechanism and his rights to raise any complaint to the group manager. They are also aware on the declaration made with PERTANIAGA and know the consequences if they are not obliged to the rules and regulation as stipulated in the said declaration. As said by smallholder, RSPO policy also has been communications</p> <p><b>Audit Team verification and response:</b></p> <p>No other issue. The group manager will continue to assist and improve stakeholder’s knowledge and awareness.</p>
<b>2</b>	<p><b>Feedbacks:</b></p> <p><b>MPOB Parit Raja and Enforcement Department.</b></p> <p>MPOB Parit Raja is responsible to handle all growers and smallholder in Parit Raja. As per mentioned, MPOB are delighted with the establishment of Pertaniaga in term of improvement of smallholder around Parit Raja. She also mentioned that MPOB can contribute in term of consultation in term of GAP for Oil Palm Planting, legal and regulations requirement. MPOB has been asked about progress of MPOB licences application for smallholder and for now, there some application is still pending due to documentation issues. Explanation on the progress to apply for MPOB licences and document required has been explained to the auditor during the consultation.</p> <p><b>Audit Team verification and response:</b></p>

	<p>PERTANIAGA has communicate with MPOB Johor to help the smallholders to acquire the MPOB license. As todate, all the smallholder members has successfully acquired the MPOB license.</p>
3	<p><b>Feedbacks:</b>  <b>SWM @ Southern Waste Management –</b>            Interview with Mr Bakthiar, from corporate and communication department, previously central recycling center has been planned to be established nearby the smallholder as center for empty chemical container recycling which has will be called as “Sangkar”. However, the planning pending since last year due latest directive from Pihak Berkuasa Tempatan (PBT) to prioritize plan project for local school. He said that he encourages Pertaniaga to construct their own center and he always ready for any advice.</p>
	<p><b>Audit Team verification and response:</b>            Management of Pertaniaga noted with the feedback from SWM and will look into any potential in term of cost and manpower to establish own recycling centre as per recommend by SWM</p>
4	<p><b>Feedbacks:</b>  <b>Jabatan Pengairan dan saliran (JPS)</b>            Interview with Mr Halil confirmed that engagement between Pertaniaga and JPS has been done and meeting conducted to discuss water management at peat area. The establishment and action plan still in progress to find the best solution for smallholder since the real obstacles is to established drainage to cover all the smallholder and to maintain water level.</p>
	<p><b>Audit Team verification and response:</b>            No further action required.</p>
5	<p><b>Feedbacks:</b>  <b>Yara (M) International Sdn Bhd</b>            Mr Hanafi as senior agronomist and Mr Nicholas for Yara has been interviewed and they mentioned that they are satisfied with current relationship with Pertaniaga. Currently, Yara is responsible to provide consultation for GAP, recommendation for fertilizers, leaf &amp; soil sampling. Mr Hanafi mentioned that currently leaf and soil sampling has been done base on area sampling due to shortage of manpower to take sample and similar characteristic of soil. Mr Nicholas also mentioned that total round of fertilizer application can be reduce to 4 round from 6 rounds but need to increase the dosage of fertilizers for each rounds.</p>
	<p><b>Audit Team verification and response:</b>            Pertaniaga noted with the feedback and will communicate with the smallholder on fertilizers application programme.</p>
6	<p><b>Feedbacks:</b>  <b>Pusat Pertanian Ayer Itam</b>            Pusat Pertanian Ayer Itam provide training to communities who intent to have side income base on agriculture base business. Previously, women smallholders attended training at Pusat Pertanian Ayer Itam on how to make “tempe” which product from fermented soybean. Pusat Pertanian Ayer Itam also provide other training such as hydroponic planting, basic agriculture for high school graduate and others.</p>
	<p><b>Audit Team verification and response:</b>            Pertaniaga representative is happy with the training provided and will plan next training involve all smallholder as part of personal development.</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

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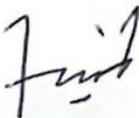
Previous land owner / user comment	
	<b>Feedbacks:</b> N/A
	<b>Audit Team verification and response:</b> N/A

**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.

**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 Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) has complied with the Independent Smallholder Standard 2019 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 Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name:</b> Muhammad Fadzli b. Masran	<b>Name:</b> MOHD FARIDZ BIN HARITH
<b>Company Name:</b> BSI Services Malaysia Sdn. Bhd.	<b>Company Name:</b> PERTUBUHAN TANI NIAGA LESTARI NEGERI JOHOR (PERTANIAGA)
<b>Title:</b> Client Manager	<b>Title:</b> GROUP MANAGER
<b>Signature:</b> 	<b>Signature:</b> (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.)  <b>FARIDZ BIN HARITH</b> Pengurus Kumpulan Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA) Email: fhpertaniaga@gmail.com Tel: 0197636605
<b>Date:</b> 21/09/2022	<b>Date:</b> 27/9/2022



**Appendix A: Summary of Findings**

Criterion / Indicator		Assessment Findings	Compliance
<p><b>Principle 1: Optimise productivity, efficiency, positive impacts and resilience</b>            Implement professional and transparent operations to secure sustainable livelihood improvements.</p>			
<p><b>Criteria 1.1</b>            Smallholders establish a legal entity which has organizational capacity to comply with the RSPO Independent Smallholder Standard.</p>			
Eligibility	<p>E Legally registered entities have documented evidence to include:</p> <ol style="list-style-type: none"> <li>1. Legal formation (as per country requirements)</li> <li>2. Fair and transparent decision making and governance</li> <li>3. Additional documents per requirements for Group Formation and Management.</li> <li>4. Signed or thumb printed Smallholder Declaration from all smallholder members, reference Annex 2 (see appendix 1 for details needed in declaration).</li> </ol>	<p>PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020.</p> <ul style="list-style-type: none"> <li>• Registration No.: PPM-001-01-26052020</li> <li>• Date of registration 26/05/2020</li> </ul> <p>The status of registration can be viewed at <a href="https://www.ros.gov.my/index.php?id=2&amp;page_id=19">https://www.ros.gov.my/index.php?id=2&amp;page_id=19</a></p> <p>PERTANIAGA was established to support independent smallholder farmers within the Bingan Jaya Network in obtaining RSPO Certification. This initiative is delivered by Center for Sustainable Small-owners (CSS) under the Smallholders Program, through a strategic partnership between Malaysia Institute for Supply Chain Innovation (MISI) and Procter &amp; Gamble (P&amp;G).</p> <p>All the 107 existing members and 214 new members have signed smallholder declaration on understanding and admission to the RSPO smallholder group. Refer document ref. no PERTANIAGA00/2020/002 dated 25/06/2020.</p>	Complied
Milestone A	<p>Group manager and group members have an Internal Control System (ICS) that meets all the ICS Eligibility and MS A requirements (section 3.2 below) and complete training on oil palm pricing mechanisms,</p>	<p>PERTANIAGA Internal Control System has been established and led by a President and assist by Vice President, Secretary, Vice Secretary, Treasurer, Group Manager and High Council.</p>	Complied

	<p>financial management, and best practices for smallholder organisations.</p>	<p>The Group Manager and group members have completed various trainings which include oil palm pricing mechanisms, financial management, and best practices for smallholder organisations.</p> <p>PERTANIAGA has implemented the PERTANIAGA Code of Conduct for to outline the process of assessment prior the participation of individual members. All the members will be registered in system that consists of the information recorded in the document checklist form such as:</p> <ol style="list-style-type: none"> <li>1. Farmers details</li> <li>2. P&amp;G Smallholder Program Participatory Agreement</li> <li>3. PERTANIAGA Membership form</li> <li>4. Smallholder declaration form</li> <li>5. Photocopy ID</li> <li>6. Smallholder Training Form</li> <li>7. Photocopy of Land Title</li> <li>8. Photocopy of MPOB License</li> <li>9. Farm Details</li> <li>10. Farm Sketch Map</li> <li>11. FFB Sales Records</li> <li>12. Fertilisers Application Records</li> <li>13. Chemicals Application Records</li> <li>14. Expenses Records Farm Assessment Form</li> </ol> <p>The document were available at the PERTANIAGA office for review. Reviewed sampled document signed by the smallholders with ID no as follows:</p> <table border="1" data-bbox="1137 1305 1951 1353"> <tr> <td>Smallholders ID</td> </tr> </table>	Smallholders ID	
Smallholders ID				

		1. 0055-02-002 2. 0067-01-003 3. 0066-01-003 4. 0068-01-003 5. 0064-01-003 6. 0182-01-003	7. 0174-01-003 8. 0098-01-007 9. 0096-01-007 10. 0092-01-007 11. 0282-01-010 12. 0306-01-012	13. 0106-02-001 14. 0210-01-004 15. 0020-01-001 16. 0190-01-004	
Milestone B	<p>Smallholder groups are operating in accordance to best management practices for groups, including:</p> <ul style="list-style-type: none"> <li>Fair and transparent decision-making and governance</li> <li>Sustainable financial management</li> </ul>	<p>The fair and transparent decision-making and governance is demonstrated through the composition of PERTANIAGA committee members which consists of both representatives from MISI and group members. The organisation has its business planning that can demonstrate its sustainable financial management. Reviewed the Business Plan Independent Smallholders' Association PERTANIAGA FY 2021 – FY 2022.</p>			Complied
<p><b>Criteria 1.2</b>          Smallholders have the capacity to effectively manage their farm.</p>					
Eligibility	Not Applicable	Not Applicable			Not Applicable
Milestone A	<p>Smallholders complete training on farm business operations, monitoring and planning. The training includes capacity building on record keeping for production, including inputs and yields, transactions, and variety.</p>	<p>PERTANIAGA has established training plan for all the ISH members documented in the PERTANIAGA Timeline FY 2021 – FY 2025.</p> <p>Reviewed the training attendance, training material and training reports for training conducted FY 2022.</p> <p>For training on record keeping for production, including inputs and yields, transactions, and variety, reviewed the training material and attendance records for training entitled "Latihan Pengiraan</p>			Complied

		Penghasilan dan Perbelanjaan” dated 14 and 15/05/2022 and Small-Scale Training RISS Group 1 and 2 dated 25/05/2022 till 02/06/2022.																						
Milestone B	Smallholders are managing their farms effectively and maintain records of production and transaction data of all FFB sale	<p>PERTANIAGA maintain individual smallholders’ files and keep the records of production, transaction data of all FFB sale Fertilisers Application Records, Chemicals Application Records Expenses Records Farm Assessment Form and registered in the data base. Reviewed the sampled data for smallholders’ with ID no.</p> <table border="1"> <thead> <tr> <th colspan="3">Smallholders ID</th> </tr> </thead> <tbody> <tr> <td>1. 0055-02-002</td> <td>7. 0174-01-003</td> <td>13. 0106-02-001</td> </tr> <tr> <td>2. 0067-01-003</td> <td>8. 0098-01-007</td> <td>14. 0210-01-004</td> </tr> <tr> <td>3. 0066-01-003</td> <td>9. 0096-01-007</td> <td>15. 0020-01-001</td> </tr> <tr> <td>4. 0068-01-003</td> <td>10. 0092-01-007</td> <td>16. 0190-01-004</td> </tr> <tr> <td>5. 0064-01-003</td> <td>11. 0282-01-010</td> <td></td> </tr> <tr> <td>6. 0182-01-003</td> <td>12. 0306-01-012</td> <td></td> </tr> </tbody> </table>	Smallholders ID			1. 0055-02-002	7. 0174-01-003	13. 0106-02-001	2. 0067-01-003	8. 0098-01-007	14. 0210-01-004	3. 0066-01-003	9. 0096-01-007	15. 0020-01-001	4. 0068-01-003	10. 0092-01-007	16. 0190-01-004	5. 0064-01-003	11. 0282-01-010		6. 0182-01-003	12. 0306-01-012		Complied
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6. 0182-01-003	12. 0306-01-012																							
<p><b>Criteria 1.3</b>            Smallholders implement good agricultural practices (GAP) on their farms.</p>																								
Eligibility	Smallholders commit to implementing good agricultural practices on their farms. (Reference Smallholder Declaration, 1.1.E, Annex 2).	<p>PERTANIAGA have developed a Smallholders Declaration and Code of Conduct which outlines the necessity to implement good agricultural practices in their farms. Smallholders’ under PERTANIAGA was committed to implement good agricultural practices.</p> <p>All the 107 existing members and 214 new members have signed smallholder declaration on understanding and admission to the RSPO smallholder group. Refer document ref. no PERTANIAGA00/2020/002 dated 25/06/2020.</p>	Complied																					

		<p>Reviewed the sampled data for smallholders' with ID no. as follows:</p> <table border="1" data-bbox="1131 402 1955 703"> <thead> <tr> <th colspan="3">Smallholders ID</th> </tr> </thead> <tbody> <tr> <td>1. 0055-02-002</td> <td>7. 0174-01-003</td> <td>13. 0106-02-001</td> </tr> <tr> <td>2. 0067-01-003</td> <td>8. 0098-01-007</td> <td>14. 0210-01-004</td> </tr> <tr> <td>3. 0066-01-003</td> <td>9. 0096-01-007</td> <td>15. 0020-01-001</td> </tr> <tr> <td>4. 0068-01-003</td> <td>10. 0092-01-007</td> <td>16. 0190-01-004</td> </tr> <tr> <td>5. 0064-01-003</td> <td>11. 0282-01-010</td> <td></td> </tr> <tr> <td>6. 0182-01-003</td> <td>12. 0306-01-012</td> <td></td> </tr> </tbody> </table>	Smallholders ID			1. 0055-02-002	7. 0174-01-003	13. 0106-02-001	2. 0067-01-003	8. 0098-01-007	14. 0210-01-004	3. 0066-01-003	9. 0096-01-007	15. 0020-01-001	4. 0068-01-003	10. 0092-01-007	16. 0190-01-004	5. 0064-01-003	11. 0282-01-010		6. 0182-01-003	12. 0306-01-012		
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<p>Milestone A</p>	<p>Smallholders complete training on Good Agriculture Practices (GAP).</p>	<p>PERTANIAGA has established training plan for all the ISH members documented in the PERTANIAGA Timeline FY 2021 – FY 2025.</p> <p>Reviewed the training attendance, training material and training reports for training conducted FY 2022.</p> <p>For training on record keeping for production, including inputs and yields, transactions, and variety, reviewed the training material and attendance records for training entitled conducted on 14 and 15/05/2022 and Small-Scale Training RISS Group 1 and 2 dated 25/05/2022 till 02/06/2022. The training includes:</p> <ol style="list-style-type: none"> <li>1. Farm Financial Records</li> <li>2. Production and Expenses records</li> <li>3. Environment and HCV</li> <li>4. Peat Management</li> <li>5. Water Management</li> <li>6. Replanting</li> <li>7. Labour and Social</li> <li>8. Safety and Health</li> </ol>	<p>Complied</p>																					

		Training was given by Lecturer from UITM, Agronomist from Yara International Malaysia, and from CSS Primary who are experts in their own field.																	
Milestone B	Smallholders have adopted GAP on their farms and are tracking productivity through, but not limited to, records of FFB sales.	<p>Noted during farm visit, the smallholders implementation of the GAP was satisfactory. No overspray was sighted and the standard of spraying, harvesting and pruning was satisfactory.</p> <p>Noted during interview with the smallholders, the understanding on the importance of adopted GAP in the farms operation was satisfactory.</p>	Complied																
<p><b>Principle 2: Ensure Legality, Respect for Land Rights and Community Wellbeing</b>          Comply with the law and respect communities' rights</p>																			
<p><b>Criteria 2.1</b>          Smallholders have legal or customary rights to use the land in accordance with national and local laws, and customary practices</p>																			
Eligibility	Smallholders provide the coordinates or maps of their plots and evidence of ownership, or rights to use the land (refer to appendix 1).	<p>Coordinate or maps of smallholder's plots and evidence of ownership, or rights to use the land available for verification and in line with smallholder declaration. Sample of ISH checked:</p> <table border="1"> <thead> <tr> <th>Smallholders ID</th> <th>GPS Location</th> <th>Ownership Evidence/ Land Title no.</th> <th>Plot No.</th> </tr> </thead> <tbody> <tr> <td>0092-01-007</td> <td>1.551208, 103.408626</td> <td>82639</td> <td>Lot 635</td> </tr> <tr> <td>0096-01-007</td> <td>1.509069 103.037683</td> <td>2352</td> <td>Lot 429</td> </tr> <tr> <td>0098-01-007</td> <td>1.53359 103.44354</td> <td>3254</td> <td>Lot 3370</td> </tr> </tbody> </table>	Smallholders ID	GPS Location	Ownership Evidence/ Land Title no.	Plot No.	0092-01-007	1.551208, 103.408626	82639	Lot 635	0096-01-007	1.509069 103.037683	2352	Lot 429	0098-01-007	1.53359 103.44354	3254	Lot 3370	Complied
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Milestone A	Smallholders can demonstrate legal ownership or native and/or customary rights to use the land or demonstrate that they are in the process of legalisation of that right.	<p>Coordinate or maps of smallholder’s plots and evidence of ownership, or rights to use the land available for verification and in line with smallholder declaration. Sample of ISH checked:</p> <table border="1"> <thead> <tr> <th>Smallholders ID</th> <th>GPS Location</th> <th>Ownership Evidence/ Land Title no.</th> <th>Plot No.</th> </tr> </thead> <tbody> <tr> <td>0092-01-007</td> <td>1.551208, 103.408626</td> <td>82639</td> <td>Lot 635</td> </tr> </tbody> </table>	Smallholders ID	GPS Location	Ownership Evidence/ Land Title no.	Plot No.	0092-01-007	1.551208, 103.408626	82639	Lot 635	Complied																				
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**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

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Milestone B	Smallholder plots are clearly and visibly demarcated and maintained, and the smallholders are operating only within these boundaries.	During site visit all the smallholders plot boundary was clearly demarcated with red colour PVC pole. Additionally, the smallholders demarcated the boundaries with frond stacking and drain.	Complied																																				
<b>Criteria 2.2</b>																																							

Smallholders have not acquired lands from indigenous peoples, local communities or other users without their free, prior and informed consent, based on a simplified FPIC approach.			
Eligibility	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	No acquired land without free, prior and informed consent of indigenous peoples, local communities or other users within PERTANIAGA propose scope of certification. All plots either owned by smallholders themselves or lease from state government.	Complied
Milestone A	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	No acquired land without free, prior and informed consent of indigenous peoples, local communities or other users within PERTANIAGA propose scope of certification. All plots either owned by smallholders themselves or lease from state government.	Complied
Milestone B	For existing plots, smallholders can demonstrate that they have not acquired land without free, prior and informed consent of indigenous peoples, local communities or other users (refer to appendix 1).	No acquired land without free, prior and informed consent of indigenous peoples, local communities or other users within PERTANIAGA propose scope of certification. All plots either owned by smallholders themselves or lease from state government.  Evidence of land title  Ahmad Affandi bin Siraj Farmer ID# 0073-01-004 Land title No# H.S (M) 178/ MLO 257 Location: Parit Jambi Hectarage: 1.034Ha  Saiful Amrin bin Sudin Farmer ID#0075-01-004	Complied

		<p>Land title No# H.S.(M) 2184 Location : Sungai Punggor Hectarage: 1.564Ha</p> <p>Mahrof bin Osman Farmer ID#0066-01-003 Land title No Lot#8156 Hectarage: 1.6668Ha</p> <p>Rahmat Jemeran Farmer ID# 0064-01-003 Land title Number : 6385 Hectarage: 1.1205Ha</p> <p>Takirip Tahir Farmer ID# 0210-01-004 Land title number 729 Hectarage : 1.398Ha</p> <p>Anidah Salim Farmer ID# 0190-01-004 Land title number: 4415 Hectarage: 0.5387Ha</p> <p>Othman bin Teman</p>	
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		<p>Farmer ID# 0065-01-003  Land title number 10935  Hectarage: 0.7124Ha</p> <p>Mohd Tajab bin Mohd Noor  Farmer ID# 0244-01-006  Land title LOT#1402  Hectarage: 1.396Ha</p> <p>Noor Athirah binti Mohd Jaid  Farmer ID# 0231-001-005  Land title LOT1087  Hectarage: 1.9197Ha</p> <p>Ramli bin Buang  Farmer ID# 0230-01-005  Land title PTD 9855  Hectarage: 1.562Ha</p>	
<p><b>Criteria 2.3</b>  The right to use the land is not disputed by indigenous peoples, local communities or other users</p>			
<p>Eligibility</p>	<p>Smallholders declare any existing disputes on the land commit to resolving said disputes and provide information on the current status of those disputes (if any) (refer to appendix 1).</p>	<p>Interviewed with the sampled ISH members found that no land dispute cases reported. Land title detailing on type of ownership freehold/leasehold and right to use the land was clearly stated. Demarcation of the boundary of land was sighted during field visit such</p>	<p>Complied</p>

		as boundary stone and markers. Other physical demarcation such as trenches or frond staking was sighted along the boundary.	
Milestone A	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Interviewed with the sampled ISH members found that no land dispute cases reported. Land title detailing on type of ownership freehold/leasehold and right to use the land was clearly stated. Demarcation of the boundary of land was sighted during field visit such as boundary stone and markers. Other physical demarcation such as trenches or frond staking was sighted along the boundary.	Complied
Milestone B	There is an absence of disputes among indigenous peoples, local communities or other users, regarding land, resource-use and access rights; or where there is a dispute, dispute resolution processes are implemented, and the process is accepted by all parties involve	Interviewed with the sampled ISH members found that no land dispute cases reported. Land title detailing on type of ownership freehold/leasehold and right to use the land was clearly stated. Demarcation of the boundary of land was sighted during field visit such as boundary stone and markers. Other physical demarcation such as trenches or frond staking was sighted along the boundary.	Complied
<b>Criteria 2.4</b> Smallholder plots are located outside of areas classified as national parks or protected areas, as defined by national, regional or local law or as specified in National Interpretation.			
Eligibility	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Verification through GPS location and KML Maps the ISH members plots were located outside of areas classified as national parks or protected areas. Verified during site visit, verified all the smallholders plot were located away from areas classified as national parks or protected areas.	Complied
Milestone A	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Verification through GPS location and KML Maps the ISH members plots were located outside of areas classified as national parks or protected areas. Verified during site visit, verified all the smallholders plot were located away from areas classified as national parks or protected areas.	Complied

Milestone B	Smallholder plots are located outside of areas classified as national parks or protected areas as defined by national, regional or local law, or as specified in National Interpretations (refer to appendix 1).	Verification through GPS location and KML Maps the ISH members plots were located outside of areas classified as national parks or protected areas.  Verified during site visit, verified all the smallholders plot were located away from areas classified as national parks or protected areas.	Complied
<b>Criteria 2.5</b> For new planting, smallholders do not clear or acquire any land without obtaining the free, prior and informed consent (FPIC), of indigenous people and/or local communities and/or other users , based on a simplified FPIC approach.			
Eligibility	For new oil palm planting, smallholders commit not to clear or acquire land from indigenous people, local communities, or other users without their free, prior and informed consent, based on a simplified FPIC approach (refer to appendix 1).	Stated in the smallholder declaration, ref: PERTANIAGA00/2020/002 dated 25/06/2020;  Para 4: Information on all plots converted and planted with oil palm after 2005 (through use of the simplified combined HCV-HCS approach for Smallholders). The smallholder declaration documents have been Signed as acknowledgment by all the smallholder members and was available for verification. 2 Major NCs has been raised during the internal audit conducted on 16,17, and 19/06/2022 which found out that there is still pending for LUCA and HCV clearance. 4 <sup>th</sup> submission of RSPO done 13/06/2022 and actual report will be on 04/07/2022 as confirm by RSPO through email. For group 2, there is new planting done latest in year 2010.	Complied
Milestone A	A Smallholders complete training on how to conduct a simplified FPIC approach	There are no plans for any new planting within the PERTANIAGA Smallholders Group.	Complied
Milestone B	Based on a simplified FPIC approach, smallholders jointly agree on a plan with the affected indigenous peoples and/or local communities and/or other rights holders, including vulnerable groups, for new oil palm developments, if these involve land-use change.	There are no plans for any new planting within the PERTANIAGA Smallholders Group.	Complied

<p><b>Principle 3: Respect human rights, including workers’ rights and conditions</b>  Safeguard human rights and protect workers’ rights, ensuring safe and decent working conditions.</p>		
<p><b>Criteria 3.1</b>  There is no use of forced labour.</p>		
<p>Eligibility</p>	<p>Smallholders commit to no use of forced labour and ensure that any use of forced labour on the farm is terminated at Eligibility. They provide information on the source of labour on the farm, including family, contract and hired labour (refer to appendix 1).</p>	<p>The smallholders have received a Sustainable Management Guide for Palm Oil where it has included no forced labour into the guide. The smallholders are committed to no use of forced labour verified through interviewed with the smallholders and an agreement/declaration signed by the smallholders and Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA). As stated in the agreement in clause number 7, that there is no discrimination, harassment and abuse in the farm. Sample of several smallholders taken and sighted the contract agreement that has been signed by both parties. Details of sample smallholder as below:</p> <ul style="list-style-type: none"> <li>a. Ramli bin Buang, 0230-01-005</li> <li>b. Mohd Noh bin Nasir, 0218-01-004</li> <li>c. Ramli bin Emon, 0176-01-003</li> <li>d. Hanizam Hamzah, 0253-001-005</li> <li>e. Siti Asri Bt Deri, ID#0059-01-002</li> </ul> <p>The sampled smallholders are carried out the activity by themselves or engaged family members, casual workers or the dealer to provide labour for harvesting, manuring and spraying activity. No forced labour has been used in the farms verified through interviewed with the smallholders, casual worker and workers of dealer.</p> <p>Based document review, site observation and interview with relevant smallholders, it was evident that the implementation was found to be in lined with declaration signed by the smallholders.</p>
		<p>Complied</p>

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

<p>Milestone A</p>	<p>Smallholders complete training on free and fair labour and implement measures to ensure that all work is voluntary, and the following practices are prohibited:</p> <ul style="list-style-type: none"> <li>• Retention of identity documents including but not limited to passports;</li> <li>• Payment of recruitment fees by workers;</li> <li>• Contract substitution;</li> <li>• Involuntary overtime;</li> <li>• Lack of freedom of workers to resign;</li> <li>• Penalty for termination of employment;</li> <li>• Debt bondage;</li> <li>• Withholding of wages</li> </ul>	<p>Communication of the RSPO policy conducted phase by phase depending on the availability of the smallholders.</p> <p>PERTANIAGA has carried out Social Training to the smallholders progressively to explain about forced labour, human rights, child labour and etc. Seen the training material and training record with name of smallholders conducted on 09-10/03/2022 conducted by CSS/Asia Business School.</p> <p>Interviewed with the smallholders confirmed that training was provided and they are aware on free and fair labour.</p> <p>The sampled smallholders are carried out the activity by themselves or engaged family members, casual workers or the dealer to provide labour for harvesting, manuring and spraying activity. No forced labour has been used in the farms verified through interviewed with the smallholders, casual worker and workers of dealer.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>Workers on the farm, including their families, have unrestricted access to their identity documents, have freedom of movement and can declare that their employment is freely chosen.</p>	<p>SOPs maintained in the "PERTANIAGA Workers Registered SOP" describing the mechanism to register workers.</p> <p>Workers database has been verified by auditor and has been recorded in the document PERTANIAGA Workers Registered Database for group 1 and 2. Information of casual workers recorded base on the smallholders list include workers name, ID/passport number and training attended.</p> <p>As per site visit, it is found out that there is no permanent workers hired by the smallholder, which only casual workers appointed through the collection centre and salary payment advance done by CC payment will deduct through FFB payment.</p> <p>Sample of deduction of wages for casual workers sighted in the acceptance receipt "Acceptance receipt" dated 11/06/2022</p>	<p>Complied</p>
<p><b>Criteria 3.2</b></p>			

<p>Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision and when not interfering with education programmes. Children are not exposed to hazardous working conditions.</p>			
<p>Eligibility</p>	<p>Smallholders are aware of what defines child labour and ensure that any child labour in the farm operations is terminated at Eligibility. Awareness of child labour and commitment to no child labour includes:</p> <ol style="list-style-type: none"> <li>1. Compliance with the minimum age of workers and as defined by local, state, or national law,</li> <li>2. Not exposing children to hazardous work.</li> <li>3. Providing adult supervision of young people working on the farm.</li> <li>4. Ensuring the practice of children’s rights to education is unrestricted and respected.</li> </ol> <p>(Refer to appendix 1).</p>	<p>Each individual smallholder needs to agreement with Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA). Stated in clause in clause number 8, that there all smallholders need to ensure that there is no child labour working in the farm and to stop usage of child labour if any.</p> <p>Interviewed with smallholders found that they are aware of the risk of child labour and they are not allowed to engage child labour in the farms. Most of the workers engaged by the smallholders are own family members or dealer’s workers. All the workers are above 18 years old.</p> <p>Based document review, site observation and interview with relevant smallholders, it was evident that the implementation was found to be in lined with declaration signed by the smallholders.</p> <p>PERTANIAGA has carried out Social Training to the smallholders progressively to explain about forced labour, human rights, child labour and etc. Seen the training material and training record with name of smallholders conducted on 14-15/05/2022 by conducted by CSS/Asia Business School.</p>	<p>Complied</p>
<p>Milestone A</p>	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> <li>1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher.</li> <li>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</li> </ol>	<p>Each individual smallholder needs to agreement with Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA). Stated in clause in clause number 8, that there all smallholders need to ensure that there is no child labour working in the farm and to stop usage of child labour if any.</p> <p>As per site visit, there is no child labour has been used. Smallholders carried the activity by themselves, engage family member, casual workers or workers provided by the dealer.</p>	<p>Complied</p>

	3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.		
Milestone B	<p>Group managers and smallholders implement measures to protect children as follows:</p> <ol style="list-style-type: none"> <li>1. There are no workers on smallholder farms under the age of 15 or under the minimum age defined by local, state or national law, whichever is higher.</li> <li>2. Children are only permitted to help on family farms and are not permitted to perform dangerous, hazardous or heavy work.</li> <li>3. If young workers are employed, their work is not mentally or physically harmful and does not interfere with their schooling, if applicable.</li> </ol>	<p>Interviewed with smallholders found that they are aware of the risk of child labour and they are not allowed to engage child labour in the farms. Most of the workers engaged by the smallholders are own family members or dealer's workers. All the workers are above 18 years old.</p> <p>Based document review, site observation and interview with relevant smallholders, it was evident that the implementation was found to be in lined with declaration signed by the smallholders.</p>	Complied
<p><b>Criteria 3.3</b>  Workers' pay complies with minimum legal requirements, mandatory industry standards as defined by national law or collective bargaining, whichever takes priority in local regulations.</p>			
Eligibility	Smallholders commit to pay workers according to minimum legal requirements or mandatory industry standards (Refer to appendix 1).	<p>Smallholders carried the activity by themselves, engage family member, casual workers or workers provided by the dealer. Interviewed with the smallholders found that they have verbal mutual agreement with the family member, casual workers and dealer's workers on the rate of work. This has confirmed through interviewed with the casual worker and dealer's workers. The rate of work for spraying is RM 20/ acre and harvesting is RM 60 – 90/ MT.</p> <p>Based document review, site observation and interview with relevant smallholders, it was evident that the implementation was found to be in lined with declaration signed by the smallholders.</p>	Complied
Milestone A	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums)	Interviewed with the casual worker and dealer's workers confirmed that they paid as per the agreed rate of work.	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

	and without discrimination against vulnerable groups, including women.	Reviewed the payslips for the dealer’s workers confirmed that the workers were paid as per the Minimum Wage Order 2020 where the rate per day for daily rated workers is RM 60 – 90 depending on productivity of workers.	
Milestone B	Workers receive payments as expected and agreed in accordance with at least the legal minimum wage rate (excluding overtime premiums) and without discrimination against vulnerable groups including women.	<p>Interviewed with the casual worker and dealer’s workers confirmed that they paid as per the agreed rate of work.</p> <p>Reviewed the payslips for the dealer’s workers confirmed that the workers were paid as per the Minimum Wage Order 2020 where the rate per day for daily rated workers is RM 60 – 90 depending on productivity of workers.</p>	Complied
<b>Criteria 3.4</b>			
Workers understand their rights and freedom to file a complaint/grievance to group manager or relevant third parties, including RSPO.			
Eligibility	Smallholders commit to respect the rights of workers to file a complaint/grievance (Refer to appendix 1).	<p>Each individual smallholder needs to agreement with Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA). Stated in clause in clause number 5, that smallholders need to respect workers rights to lodge complaint. Details of sample smallholder as below</p> <ul style="list-style-type: none"> <li>a. Ramli bin Buang, 0230-01-005</li> <li>b. Mohd Noh bin Nasir, 0218-01-004</li> <li>c. Ramli bin Emon, 0176-01-003</li> <li>d. Hanizam Hamzah, 0253-001-005</li> <li>e. Siti Asri Bt Deri, ID#0059-01-002</li> </ul> <p>Complaint procedure established in the document tatacara membuat aduan which outline the complaint process and respond.</p>	Complied
Milestone A	Smallholders complete training on workers’ rights to file a complaints/grievance and communicate to workers the means to file a complaint/grievance.	Labour and social training done on 14-15/05/2022 by Mr Saifulah Azahar and Pn Nazifah Rosland.	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Milestone B	Workers are aware of and have access to an effective means for filing a complaint/grievance.	Smallholders carried the activity by themselves, engage family member, casual workers or workers provided by the dealer.	Complied						
<b>Criteria 3.5</b>									
Working conditions and facilities are safe and meet minimum legal requirements.									
Eligibility	Smallholders commit to providing safe working conditions and facilities (Refer to appendix 1).	<p>Signed smallholder’s declarations (ref:PERTANIAGA00/2020/002) were sighted and include the commitment to ensure providing safe working conditions and facilities. Verification with sampling small holder as per below:</p> <ol style="list-style-type: none"> <li>1) Farmer ID: 0088-01-0066, signed declaration dated 24/9/2020</li> <li>2) Farmer ID: 0082-01-005, signed declaration dated 8/10/2020</li> <li>3) Farmer ID: 0085-01-006, signed declaration dated 24/9/2020</li> <li>4) Farmer ID: 0084-01-006, signed declaration dated 27/9/2020</li> <li>5) Farmer ID: 0124-01-002, signed declaration dated 8/3/2021</li> <li>6) Farmer ID: 0139-01-002, signed declaration dated 30/5/2022</li> <li>7) Farmer ID: 0142-01-002, signed declaration dated 1/9/2021</li> <li>8) Farmer ID: 0143-01-002, signed declaration dated 14/5/2022</li> <li>9) Farmer ID: 0257-01-008, signed declaration dated 6/1/2022</li> <li>10) Farmer ID: 0261-01-008, signed declaration dated 6/1/2022</li> <li>11) Farmer ID: 0267-01-008, signed declaration dated 10/1/2022</li> <li>12) Farmer ID: 0176-01-003, signed declaration dated 9/8/2021</li> <li>13) Farmer ID: 0199-01-004, signed declaration dated 7/7/2021</li> <li>14) Farmer ID: 0198-01-004, signed declaration dated 22/9/2021</li> </ol>	Complied						
Milestone A	Smallholders, workers, and family members complete training and aware of health and safety risks associated with farm work, (including that of pesticide use) and how to mitigate them	<p>Training Safety and Health – 9-10/3/2022 (Pinetree Marina Resort), trainer – Asia School of Business/CSS</p> <table border="1" data-bbox="1131 1326 1951 1372"> <thead> <tr> <th>Farmer ID</th> <th>Date of Training</th> <th>Training/Topic/Module</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Farmer ID	Date of Training	Training/Topic/Module				Complied
Farmer ID	Date of Training	Training/Topic/Module							

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0088-01-0066	14-15/5/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0082-01-005	14-15/5/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0085-01-006	14-15/5/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0084-01-006	25/5/2022 & 2/6/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0124-01-002	9-10/3/2022 & 14-15/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0139-01-002	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0142-01-002	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0143-01-002	9-10/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0257- 01-008	9-10/3/2022 & 14-15/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0257-01-008	9-10/3/2022 & 14-15/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0261-01-008	9-10/3/2022 & 14-15/3/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0267-01-008	9-10/3/2022 & 14-15/3/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0176-01-003	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0199-01-004	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

		0198-01-004	14-15/5/2022	<p><u>Part I &amp; II</u></p> <p>Economic and sustainability</p> <p>Risk and assessment</p> <p>Pest and disease + IPM</p> <p>Best Practices (Weed Management, Manuring, business and financial management)</p> <p>Environmental (HCV, water management, peat management, replanting and waste management)</p> <p>Social and welfare (community engagement, Safety Plan)</p>	
<p>Milestone B</p>	<p>Workers, including smallholder family members, have access to safe working conditions and amenities that include:</p> <ul style="list-style-type: none"> <li>• Safe and adequate housing, where applicable,</li> <li>• Access to basic first aid supplies</li> <li>• Health and safety equipment, including minimum personal protective equipment (PPE) if appropriate for the type of work.</li> <li>• Adequate drinking water</li> <li>• Access to toilets</li> </ul>	<p>The smallholder has access to safe working condition and amenities, this verified as per interview with sampling smallholder. This amenity included first aid supplies, personal protective equipment and have a water. Either the field works are done by casual workers or by the ISH themselves, appropriate PPE shall be worn as explained through interview. PPE guideline for each activity as per the following:</p> <p>PPE for harvesting</p> <ul style="list-style-type: none"> <li>- Safety helmet, glove and boots</li> </ul> <p>PPE for spraying</p> <ul style="list-style-type: none"> <li>- Respirator, apron, nitrile glove, long pants, safety helmet, goggles, long sleeve shirt, rubber boots/wellington</li> </ul> <p>PPE for manuring</p> <ul style="list-style-type: none"> <li>- Respirator, apron, nitrile glove, long pants, safety helmet, goggles, long sleeve shirt, rubber boots/wellington</li> </ul>			<p>Non-compliance</p>

		<p>Understanding and access of first aid supplies have to be further improved based on 14 ISH sampled at visited plots. Furthermore, first aid box sampled at smallholder #15 (farmer's ID: 0084-01-006), a few expired items: hand plaster, expired date: 06/20, iodine: 7/21 and oral medication: paracetamol, painkillers were kept in the box. Thus, a major NC was raised.</p>	
<p><b>Criteria 3.6</b>          There is no discrimination, harassment, or abuse on the farm.</p>			
Eligibility	<p>Smallholders commit to no discrimination, harassment or abuse on the farm (Refer to appendix 1).</p>	<p>Each individual smallholder needs to agree with Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA). Stated in clause in clause number 7, that there is no discrimination, harassment and abuse in the farm. Sample of several smallholders taken and sighted the contract agreement that has been signed by both parties. Details of sample smallholder as below</p> <ul style="list-style-type: none"> <li>a. Ramli bin Buang, 0230-01-005</li> <li>b. Mohd Noh bin Nasir, 0218-01-004</li> <li>c. Ramli bin Emon, 0176-01-003</li> <li>d. Hanizam Hamzah, 0253-001-005</li> <li>e. Siti Asri Bt Deri, ID#0059-01-002</li> </ul>	Complied
Milestone A	<p>Smallholders complete training on workplace discrimination, harassment and abuse and are aware of need for a safe workspace.</p>	<p>Labour and social training done on 14-15/05/2022 by Mr Saifulah Azahar and Pn Nazifah Rosland.</p>	Complied
Milestone B	<p>Workers freely express that they are working in a place that is free from discrimination, harassment or abuse.</p>	<p>Interviewed with the casual worker and dealer's workers confirmed that they are working in a place that is free from discrimination, harassment or abuse</p>	Complied
<p><b>Principle 4: Protect, conserve and enhance ecosystems and the environment</b></p>			

Protect the environment, conserve biodiversity, enhance ecosystems and ensure sustainable management of natural resources.

**Preamble**

**High Conservation Value (HCVs) and High Carbon Stock (HCS) forests**

This Independent Smallholder Standard is pursuing the objective of the RSPO Smallholder Strategy to increase smallholder inclusion, prioritise improved practices which also benefit smallholder livelihoods, whilst also upholding the core sustainability requirements. This includes the protection of areas of HCV and HCS forests. The RSPO has developed a simplified HCV methodology for identifying, protecting and managing HCVs that provides guidance for both existing and new planting (see here).

Aligned with the new HCS requirements in the RSPO 2018 P&Cs, the RSPO, in consultation with the HCSA Steering Group, intends to develop a simplified combined HCV-HCS approach to identify and protect HCS forests. The simplified and combined HCV-HCS approach for independent smallholders will be open to public consultation and will be published no later than November 2020.

In the meantime, independent smallholders are not allowed to clear any primary forests or any areas required to protect or enhance HCVs and HCS forests, as committed by signing the Smallholder Declaration. Until the simplified combined HCV-HCS approach and tool for independent smallholders is available, new plantings will only be permitted in low risk areas. The definition and procedure for identification of low risk areas will be defined by a Smallholder No Deforestation Task Force.

**Remediation and Compensation Procedure (RaCP)**

Remediation and compensation are required for any clearance since November 2005 without prior HCV assessment (see criterion 4.2) and any clearance since November 2019 without prior HCS assessment.

The requirements as outlined in the RaCP (2015) is not fully applicable for independent smallholders. For independent smallholders, this RSPO ISH Standard is focused on developing an appropriate RaCP mechanism such as on-site remediation (with funding mechanisms to be determined) as this is contextually appropriate to the scale of independent smallholder production and enables independent smallholders to maximise positive environmental impact on-site. The requirement means that quantified liability is disclosed and assessed through a land use change analysis (LUCA) supported by the RSPO Secretariat.

**Criteria 4.1**

High Conservation Values (HCVs) on the smallholder plot or within the managed area and High Carbon Stock (HCS) forests identified after November 2019 using the simplified combined HCV-HCS approach, are managed to ensure that they are maintained and/or enhanced.

Eligibility	Smallholders commit to protect HCVs and HCS forests through the precautionary practices approach (Refer to appendix 1).	The commitment to protect HCVs and HCS forests from the members is demonstrated in the signed ISH members declaration.	Complied
Milestone A	Smallholders complete training on and are aware of: <ul style="list-style-type: none"> <li>The importance of maintaining and conserving HCVs and HCS</li> </ul>	The members have completed training on the importance of maintaining and conserving HCVs and HCS forests, human-wildlife	Complied

	<p>forests</p> <ul style="list-style-type: none"> <li>• Human-wildlife conflict;</li> <li>and</li> <li>• Rare, threatened and endangered species and important ecosystems.</li> </ul>	<p>conflict and rare, threatened and endangered species and important ecosystems. Detail of training is described in Criteria A.2.3.</p>	
<p>Milestone B</p>	<p>Smallholders implement precautionary practices and manage and maintain rare, threatened and endangered species, HCVs and HCS forests, where applicable</p>	<p>HCV assessment was internally done on 01/06-30/09/2020 by PERTANIAGA using RSPO's simplified method.</p> <p>Findings:</p> <ol style="list-style-type: none"> <li>1) 23.08% (30 farms, 44.783 ha) located on peat soil</li> <li>2) 1 farm is potential located at swamp area</li> <li>3) Absence of primary forest and other HCVs e.g. HCV 1, 2,3,5,6</li> </ol> <p>Assessment approaches are desktop review and field assessment. Desktop review is to capture most important features obtained via spatial data that may indicate the presence of HCV. Both approaches, methods used as follows:</p> <ul style="list-style-type: none"> <li>- Basic information and location are obtained from the dealerships and farmers</li> <li>- Maps: smallholdings, watersheds, protected areas, land cover - Any available data and reports on fauna and flora present in the landscape</li> <li>- The landscape-level areas are defined by 50 km buffer, whose centre is a spatial average between the GPS points of all 10 location centres. The single landscape-level buffer zone contained all the dealerships and their suppliers Stakeholders engaged:</li> </ul> <ol style="list-style-type: none"> <li>1) MPOB Parit Raja</li> <li>2) MPOB Pontian</li> <li>3) Head of village in Batu Pahat</li> <li>4) Head of village in Pontian</li> </ol>	<p>Complied</p>

		<p>5) Land &amp; survey dept. in Rengit          6) Land &amp; survey dept in Batu Pahat          7) Land &amp; survey dept in Pontian          8) Labour dept in Batu Pahat          9) DID Batu Pahat          10) DID Pontian Results &amp; findings:          - Based on RSPO definition (i.e. present, potential &amp; absent), all classified as absent or no HCV present. - 23.08% of the planted areas are on peat          HCV-HCS assessment for the new inclusion of 214 numbers of ISH which consist of 223.87 ha was carried out on 24/1/2022 to 27/5/2022. Report dated 10/6/2022 was available for verification. Total of 223.87 ha of new plots were assessed.          Stakeholder consulted</p> <ul style="list-style-type: none"> <li>- MPOB (28/9/20)</li> <li>- Dealers CC (11/5/21)</li> <li>- SWM Env Sdn Bhd (8/5/21)</li> <li>- Penghulu Batu Pahat &amp; Pontian (11/5/21)</li> <li>- Jabatan Perhilitan (25/5/21)</li> <li>- DID Pontian (7/6/22)</li> </ul> <p>Result of assessment; HCV 4 (present) - 30 plots of SH farm on peat soil and 1 plot at swamp area.</p>	
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**Criteria 4.2**  
 Where the existing smallholder plot has been planted and cleared after November 2005 or is on an area identified as HCS forests after November 2019 up to the eligibility period, a RaCP process appropriate for smallholders based on Land Use Change Analysis (LUCA) will be applicable (reference preamble).

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Eligibility	Smallholders provide information on all smallholder plots converted and planted with oil palm after 2005, through use of the simplified combined HCV- HCS approach for Smallholders (Refer to appendix 1).	For existing smallholders, a Land Use Change Analysis (LUCA) was conducted by a consultant and report dated 07/04/2021 was available for verification. The LUCA was performed on all smallholdings area where there was non-compliant land clearance i.e., land clearing after November 2005 without prior HCV assessment as reported Disclosure Form to RSPO.  For the new inclusion of smallholders, coordinate map provided under map submission for 214 ISH dated 10/6/2022. LUCA has yet to be approved by RSPO.	Complied
Milestone A	Group members develop a plan to identify the maximum area for on-site remediation of HCVs lost since 2005 and HCS forests lost since November 2019, through a participatory process and the plan is submitted to RSPO.	For the new inclusion of 214 smallholders; i) No identified area for remediation available for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO. ii) No approved remediation plan for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO. Thus, a major NC was issued.	Non-compliance
Milestone B	An RSPO-approved plan to remediate for HCVs lost since 2005 and HCS forests lost since November 2019 is implemented.	For the new inclusion of 214 smallholders; i) No identified area for remediation available for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO. ii) No approved remediation plan for verification as LUCA map submission for 214 ISH dated 10/6/2022 has yet to be approved by RSPO. Thus, a major NC was issued.	Non-compliance
<p><b>Criteria 4.3</b></p> <p>New planting of independent smallholders, since November 2019:</p> <ul style="list-style-type: none"> <li>• Do not replace any HCVs</li> <li>• Do not replace any HCS forests as defined by the simplified combined HCV-HCS approach</li> </ul>			

<ul style="list-style-type: none"> <li>• Are not on steep slopes (more than 25 degrees or as in the National Interpretation)</li> <li>• Are not on peat areas of any depth.</li> </ul>												
Eligibility	Smallholders provide information on all planned new plantings and commit that no new planting are on HCVs or HCS forests, on steep slopes (more than 25 degrees or as in the National Interpretation) or on peat (Refer to appendix 1).	NA as the group members have no plan for new planting	Not Applicable									
Milestone A	Before any land preparation commences, group members develop an integrated management plan through a participatory approach to maintain or enhance HCVs as well as HCS forests identified after November 2019, as identified by the simplified combined HCV and HCS approach, before any land preparation commences	NA as the group members have no plan for new planting	Not Applicable									
Milestone B	Smallholders have an RSPO approved integrated management plan for their planned new planting and share a notice of this plan with those involved in the participatory mapping before any land preparation commences.	NA as the group members have no plan for new planting	Not Applicable									
<p><b>Criteria 4.4</b>          Where smallholder plots exist on peat, subsidence and degradation of peat soils is minimised by use of best management practices.</p>												
Eligibility	Group manager confirms presence of peat on existing plots within the group and smallholders on peat commit to using best management practices (BMPs), and minimizing subsidence and degradation of peat soils (Refer to appendix 1).	Identification presence of peat has been done by the agronomist and UiTM, Faculty Plantation Industry Management and Agrotechnology base on site visit and soil sampling. Details of peat and mineral area as per below: Existing smallholder. <table border="1" data-bbox="1234 1193 1850 1374"> <thead> <tr> <th>Types of soil</th> <th>Registered area</th> <th>Planted area.</th> </tr> </thead> <tbody> <tr> <td>Peat</td> <td>46.1456</td> <td>44.9582</td> </tr> <tr> <td>Mineral</td> <td>111.2805</td> <td>106.4001</td> </tr> </tbody> </table>	Types of soil	Registered area	Planted area.	Peat	46.1456	44.9582	Mineral	111.2805	106.4001	Complied
Types of soil	Registered area	Planted area.										
Peat	46.1456	44.9582										
Mineral	111.2805	106.4001										

		<p>New smallholder</p> <table border="1"> <thead> <tr> <th>Types of soil</th> <th>Registered area</th> </tr> </thead> <tbody> <tr> <td>Peat</td> <td>81.22</td> </tr> <tr> <td>Mineral</td> <td>142.65</td> </tr> </tbody> </table> <p>Individual smallholder soil category also recorded in the document "Informasi Geran Tanah" which will stated types of soil either mineral or peat.</p>	Types of soil	Registered area	Peat	81.22	Mineral	142.65	
Types of soil	Registered area								
Peat	81.22								
Mineral	142.65								
Milestone A	Smallholders complete training on best management practices (BMPs) for peat. The group has an action plan to minimize risk of fire, to apply BMPs for plantings on peat and manage water systems in the certification unit.	<p>Training for BMPs for peat done by Dr Nur Qursyna Boll Kassim on 14-15/05/2022</p> <p>Action plan for peat management documented in the document "Peat land management planning for the year 2020 to 2025 (Group 1 RISS). Total 10 plan has been outlined with information such as details, timeframe and date of implementation. Discussion has been done by the Jabatan Pengairan dan Saliran on 01/06/2022 and Dr Qurshina, from UiTM Jasin</p>	Complied						
Milestone B	Smallholders implement the group's action plan based on BMPs, including fire and water management, and monitoring of subsidence rate for existing planting on peat.	Implementation of the action plan sighted and has been remarks in the management plan, such as meeting with Jabatan Air dan saliran on 07/06/2022, site visit soil sampling on 11/1/2021 and meeting with Dr Qursyna (Review on action plan) from Faculty of Plantation and Agrotechnology.	Complied						
<b>Criteria 4.5</b>									
Plots on peat are replanted only on areas with low risk of flooding or saline intrusion as demonstrated by a risk assessment.									
Eligibility	Smallholders commit to provide information on all plans for replanting and commit that replanting will only be in areas with	Each individual smallholder needs to agreement with Pertubuhan Tani Niaga Lestari Negeri Johor (PERTANIAGA). Stated in clause in clause	Complied						

	<p>low risk of flooding or saline intrusion (Refer to appendix 1).</p>	<p>number 12, that all smallholder commits not to do new planting and replanting only been done in areas with low risk of flooding or saline intrusion.</p> <p>Sample of agreement as per below</p> <ul style="list-style-type: none"> <li>a) Ahmad Affandi bin Siraj Farmer ID# 0073-01-004</li> <li>b) Saiful Amrin bin Sudin Farmer ID#0075-01-004</li> <li>c) Mahrof bin Osman Farmer ID#0066-01-003</li> <li>d) Rahmat Jemeran Farmer ID# 0064-01-003</li> <li>e) Takirip Tahir Farmer ID# 0210-01-004</li> <li>f) Anidah Salim Farmer ID# 0190-01-004</li> <li>g) Othman bin Teman Farmer ID# 0065-01-003</li> <li>h) Mohd Tajab bin Mohd Noor Farmer ID# 0244-01-006</li> <li>i) Noor Athirah binti Mohd Jaid Farmer ID# 0231-001-005</li> <li>j) Ramli bin Buang Farmer ID# 0230-01-005</li> </ul>	
<p>Milestone A</p>	<p>Smallholders with plots on peat complete training on identification of future risks of flooding or saline intrusion and alternate land</p>	<p>Training for BMPs for peat done by Dr Nur Qursyna Boll Kassim on 14-15/05/2022</p>	<p>Complied</p>

	development strategies.		
Milestone B	Prior to replanting on peat smallholders complete a risk assessment related to flooding or saline intrusion and, where there is high risk, present a plan that includes alternate land development strategies, referencing alternative livelihood planning.	Not applicable since there is no replanting has been planned for the next 5 years.	Complied
<b>Criteria 4.6</b>			
Fire is not used on the oil palm plot for preparing land or for pest control, nor open fire for waste management on the farm.			
Eligibility	Smallholders commit to no burning for preparing land or for pest control, nor open fire for waste management. Group manager records evidence of prior burning of members joining the group (Refer to appendix 1).	Based on site visit at the sampled ISH members, there was no use of fires for wastes management or pest control observed. The commitment is also demonstrated through the signing of the smallholder declaration.	Complied
Milestone A	There is no physical evidence of new burning (after eligibility) for land preparation for oil palm by smallholders. Smallholders complete training on and are aware of: <ul style="list-style-type: none"> <li>• Alternatives to fire for land preparation and farm waste management (where appropriate possible).</li> <li>• Alternatives to fire for pest control.</li> <li>• Fire prevention and how to respond to and manage fires in their plots.</li> </ul>	Based on site visit at the sampled ISH members, there was no use of fires for wastes management or pest control observed. The commitment is also demonstrated through the signing of the smallholder declaration. The members have completed training on alternatives to fire in land preparation, waste management, pest, control and fire prevention. Training detail is described in Criteria A.2.3.	Complied
Milestone B	Smallholders do not use fire or practice burning for land preparation, waste management or pest control on the farm. For pest control, fire may be used only in exceptional circumstances i.e. where no other effective measures exist and with prior approval of relevant authority.	Based on site visit at the sampled ISH members, there was no use of fires for wastes management or pest control observed. The commitment is also demonstrated through the signing of the smallholder declaration.	Complied
<b>Criteria 4.7</b>			
Riparian buffer zones are identified and managed to ensure they are maintained and/or enhanced.			

Eligibility	Group manager identifies riparian buffer zones within the group and smallholders commit to no new planting in riparian zones (Refer to appendix 1).	There was no river crossing or adjacent to any of the sampled farms. This was identified through community mapping and site visits. The ISH members are also committed to no new planting or no expansion of existing farms in riparian areas by signing the Smallholder Declaration. This condition is stated under Clause D.11 of the declaration.	Complied																					
Milestone A	Smallholders complete training on and are aware of riparian buffer zone management, and the group has an action plan to maintain and/or enhance riparian buffer zones.	The members have completed training on riparian buffer zone management. Detail of training is described in Criteria A.2.3. Based on interview with the sampled members, the awareness on river conservation was good.	Complied																					
Milestone B	Smallholders maintain and/or enhance riparian buffer zone areas.	There was no river crossing or adjacent to any of the sampled farms. This was identified through community mapping and site visits.	Complied																					
<b>Criteria 4.8</b> Pesticides are used in ways that do not endanger health of workers, family, communities or the environment.																								
Eligibility	<p>Smallholders commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Conventions by:</p> <ul style="list-style-type: none"> <li>• Immediately stopping purchasing of these pesticides</li> <li>• Phasing out use of remaining stock by MS A</li> <li>• Providing information for the group manager to keep record of pesticide purchase and use.</li> </ul> <p>(Refer to appendix 1)</p>	<p>The smallholders signed a declaration to commit to phase out paraquat and pesticides categorized as WHO Class 1A or 1B and those listed by the Stockholm or Rotterdam Convention as per pesticide usage record as per sampling below:-</p> <table border="1"> <thead> <tr> <th colspan="3">Smallholders ID</th> </tr> </thead> <tbody> <tr> <td>17. 0055-02-002</td> <td>23. 0174-01-003</td> <td>29. 0106-02-001</td> </tr> <tr> <td>18. 0067-01-003</td> <td>24. 0098-01-007</td> <td>30. 0210-01-004</td> </tr> <tr> <td>19. 0066-01-003</td> <td>25. 0096-01-007</td> <td>31. 0020-01-001</td> </tr> <tr> <td>20. 0068-01-003</td> <td>26. 0092-01-007</td> <td>32. 0190-01-004</td> </tr> <tr> <td>21. 0064-01-003</td> <td>27. 0282-01-010</td> <td></td> </tr> <tr> <td>22. 0182-01-003</td> <td>28. 0306-01-012</td> <td></td> </tr> </tbody> </table>	Smallholders ID			17. 0055-02-002	23. 0174-01-003	29. 0106-02-001	18. 0067-01-003	24. 0098-01-007	30. 0210-01-004	19. 0066-01-003	25. 0096-01-007	31. 0020-01-001	20. 0068-01-003	26. 0092-01-007	32. 0190-01-004	21. 0064-01-003	27. 0282-01-010		22. 0182-01-003	28. 0306-01-012		Complied
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<p>Milestone A</p>	<p>Smallholders complete training on BMPs for pesticides including pesticide usage, awareness on risks for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B, the Stockholm or Rotterdam Conventions (and in compliance with 3.5).</p>	<p>As per record of training, smallholder already complete the training on BMP for pesticide including pesticide usage, awareness on risk for pregnant and breastfeeding women and young workers; storage and disposal; paraquat and pesticides listed by WHO Class 1A or 1B. All smallholder under PERTANIAGA already sign Smallholder declaration stated no forced labour and no pregnant or breastfeeding woman working with chemical. Declaration been sign as per sampling detail below:</p> <table border="1" data-bbox="1133 635 1953 938"> <thead> <tr> <th colspan="3">Smallholders ID</th> </tr> </thead> <tbody> <tr> <td>1. 0055-02-002</td> <td>7. 0174-01-003</td> <td>13. 0106-02-001</td> </tr> <tr> <td>2. 0067-01-003</td> <td>8. 0098-01-007</td> <td>14. 0210-01-004</td> </tr> <tr> <td>3. 0066-01-003</td> <td>9. 0096-01-007</td> <td>15. 0020-01-001</td> </tr> <tr> <td>4. 0068-01-003</td> <td>10. 0092-01-007</td> <td>16. 0190-01-004</td> </tr> <tr> <td>5. 0064-01-003</td> <td>11. 0282-01-010</td> <td></td> </tr> <tr> <td>6. 0182-01-003</td> <td>12. 0306-01-012</td> <td></td> </tr> </tbody> </table>	Smallholders ID			1. 0055-02-002	7. 0174-01-003	13. 0106-02-001	2. 0067-01-003	8. 0098-01-007	14. 0210-01-004	3. 0066-01-003	9. 0096-01-007	15. 0020-01-001	4. 0068-01-003	10. 0092-01-007	16. 0190-01-004	5. 0064-01-003	11. 0282-01-010		6. 0182-01-003	12. 0306-01-012		<p>Complied</p>
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<p>Milestone B</p>	<p>Smallholders implement BMPS for all pesticide use, including prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions, unless when authorized by relevant authorities for pest outbreaks.</p>	<p>As per interview and verification at site with sampling smallholder they using casual male workers and no female or children been hired for all pesticide use. They aware prohibiting use of pesticides by pregnant and breastfeeding women and young workers, and exclusion of paraquat and pesticides that are categorized as WHO Class 1A or 1B, or those listed by the Stockholm or Rotterdam Conventions.</p>	<p>Complied</p>																					
<p><b>Criteria 4.9</b>            The group and smallholders manage pests, diseases, weeds and invasive introduced species using appropriate techniques, including but not limited to Integrated Pest Management (IPM) techniques.</p>																								
<p>Eligibility</p>	<p>Not applicable</p>	<p>Not applicable</p>	<p>Not Applicable</p>																					

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

<p>Milestone A</p>	<p>Smallholders complete training on and are aware of BMPs, including, but not limited to safe chemical use, IPM, weed and invasive species management.</p>	<p>PERTANIAGA has established training plan for all the ISH members documented in the PERTANIAGA Timeline FY 2021 – FY 2025. The training conducted covers best management practice, sustainability, safety and health, environment and HCV, social and labour and financial.</p> <p>Reviewed the training attendance, training material and training reports for training conducted FY 2022.</p> <p>For training on record keeping for production, including inputs and yields, transactions, and variety, reviewed the training material and attendance records for training entitled conducted on 14 and 15/05/2022 and Small-Scale Training RISS Group 1 and 2 dated 25/05/2022 till 02/06/2022. The training includes:</p> <ol style="list-style-type: none"> <li>1. Farm Financial Records</li> <li>2. Production and Expenses records</li> <li>3. Environment and HCV</li> <li>4. Peat Management</li> <li>5. Water Management</li> <li>6. Replanting</li> <li>7. Labour and Social</li> <li>8. Safety and Health</li> </ol> <p>Training was given by Lecturer from UITM, Agronomist from Yara International Malaysia, and from CSS Primary who are experts in their own field.</p> <p>Noted during interview with the sampled smallholders, their understanding on the training on BMP's was satisfactory.</p>	<p>Complied</p>
<p>Milestone B</p>	<p>The group and smallholders maximize use of IPM approaches to minimize use of pesticides and herbicides on their farm.</p>	<p>The group manager continuously give awareness to smallholders. Reviewed the training material and attendance records for training</p>	<p>Complied</p>

		<p>conducted on 14 and 15/05/2022 and Small-Scale Training RISS Group 1 and 2 dated 25/05/2022 till 02/06/2022.</p> <p>During site verification, some smallholder was using manual grass cutting for weed control and reduce the chemical usage in field. The other sample using weaver ant to control bagworm in field. They also conducted weeding base on weather conditions to ensure minimum chemicals waste. This verified as per interview with sampled smallholders.</p>	
<b>Internal Control System requirements for smallholder groups.</b>			
<b>A – ICS: Group entity and group management requirements</b>			
<b>A.1 The Group demonstrates that they are legally formed.</b>			
<b>A.1.1</b>			
Eligibility	The Group has appointed a group manager	<p>Mr. Mohd. Faridz B. Harith was appointed as the Group Manager.</p> <p>Appointment process started from <i>Mesyuarat Pertubuhan Tani Niaga Lestari Negeri Johor</i>, conducted on 17/02/2020, attended by 13 members of PERTANIAGA and 5 from advisory body (CSS – Centre of Sustainable Small owners), chaired by Mohd Faridz. Under Agenda 3.2, appointment was from discussion and agreement amongst the members.</p> <p>Appointment letter [ref.: PERTANIAGA01/2020/001] dated 26/05/2020 from PERTANIAGA, signed by the Chairman of PERTANIAGA, Mr. Ahsan B. Muslim.</p>	Complied
Milestone A	The Group has appointed a group manager	<p>Mr. Mohd. Faridz B. Harith was appointed as the Group Manager.</p> <p>Appointment process started from <i>Mesyuarat Pertubuhan Tani Niaga Lestari Negeri Johor</i>, conducted on 17/02/2020, attended by 13 members of PERTANIAGA and 5 from advisory body (CSS – Centre of Sustainable Small owners), chaired by Mohd Faridz. Under Agenda 3.2,</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		<p>appointment was from discussion and agreement amongst the members.</p> <p>Appointment letter [ref.: PERTANIAGA01/2020/001] dated 26/05/2020 from PERTANIAGA, signed by the Chairman of PERTANIAGA, Mr. Ahsan B. Muslim.</p>	
Milestone B	The Group has appointed a group manager	<p>Mr. Mohd. Faridz B. Harith was appointed as the Group Manager.</p> <p>Appointment process started from <i>Mesyuarat Pertubuhan Tani Niaga Lestari Negeri Johor</i>, conducted on 17/02/2020, attended by 13 members of PERTANIAGA and 5 from advisory body (CSS – Centre of Sustainable Small owners), chaired by Mohd Faridz. Under Agenda 3.2, appointment was from discussion and agreement amongst the members.</p> <p>Appointment letter [ref.: PERTANIAGA01/2020/001] dated 26/05/2020 from PERTANIAGA, signed by the Chairman of PERTANIAGA, Mr. Ahsan B. Muslim.</p>	Complied
<b>A.1.2</b>			
Eligibility	The group manager has evidence of legal identity.	<p>PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020.</p> <p>Registration No.: PPM-001-01-26052020</p> <p>Date of registration: 26/05/2020</p> <p>The status of registration can be viewed at <a href="https://www.ros.gov.my/index.php?id=2&amp;page_id=19">https://www.ros.gov.my/index.php?id=2&amp;page_id=19</a></p> <p>The certificate of registration is kept by the general secretary at PERTANIAGA office at UTHM.</p>	Complied
Milestone A	The group manager has evidence of legal identity.	<p>PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020.</p> <p>Registration No.: PPM-001-01-26052020</p>	Complied

		<p>Date of registration: 26/05/2020</p> <p>The status of registration can be viewed at <a href="https://www.ros.gov.my/index.php?id=2&amp;page_id=19">https://www.ros.gov.my/index.php?id=2&amp;page_id=19</a></p> <p>The certificate of registration is kept by the general secretary at PERTANIAGA office at UTHM.</p>	
Milestone B	The group manager has evidence of legal identity.	<p>PERTANIAGA is registered under the Registrar of Society Malaysia (ROS) and has conducted its first General Meeting on 30/06/2020.</p> <p>Registration No.: PPM-001-01-26052020</p> <p>Date of registration: 26/05/2020</p> <p>The status of registration can be viewed at <a href="https://www.ros.gov.my/index.php?id=2&amp;page_id=19">https://www.ros.gov.my/index.php?id=2&amp;page_id=19</a></p> <p>The certificate of registration is kept by the general secretary at PERTANIAGA office at UTHM.</p>	Complied
<b>A1.3</b>			
Eligibility	The group has membership requirements.	<p>PERTANIAGA has stated its membership requirements in its membership application form such as have a land title, no force labor and no record of land conflict, followed as per legal and requirement and others.</p> <p>Generally, the requirements are to commit to smallholder declaration which basically consists of commitment to comply with legal requirements, conform to RSPO ISH Standard, and comply with PERTANIAGA policies and terms &amp; conditions.</p> <p>Evaluation to member as per membership requirement conducted during internal audit for smallholder group. Latest conducted on 16,17 &amp; 17/6/2022, this audit conducted by ASB (Asia School of Business) and CSS (Centre for Sustainable Small-Owners).</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

Milestone A	The group has membership requirements.	<p>PERTANIAGA has stated its membership requirements in its membership application form such as have a land title, no force labor and no record of land conflict, followed as per legal and requirement and others.</p> <p>Generally, the requirements are to commit to smallholder declaration which basically consists of commitment to comply with legal requirements, conform to RSPO ISH Standard, and comply with PERTANIAGA policies and terms &amp; conditions.</p> <p>Evaluation to member as per membership requirement conducted during internal audit for smallholder group. Latest conducted on 16,17 &amp; 17/6/2022, this audit conducted by ASB (Asia School of Business) and CSS (Centre for Sustainable Small-Owners).</p>	Complied
Milestone B	The group has membership requirements.	<p>PERTANIAGA has stated its membership requirements in its membership application form such as have a land title, no force labor and no record of land conflict, followed as per legal and requirement and others.</p> <p>Generally, the requirements are to commit to smallholder declaration which basically consists of commitment to comply with legal requirements, conform to RSPO ISH Standard, and comply with PERTANIAGA policies and terms &amp; conditions.</p> <p>Evaluation to member as per membership requirement conducted during internal audit for smallholder group. Latest conducted on 16,17 &amp; 17/6/2022, this audit conducted by ASB (Asia School of Business) and CSS (Centre for Sustainable Small-Owners).</p>	Complied
<b>A.1.4</b>			
Eligibility	All members have signed and acknowledged membership requirements.	Verification of the smallholder declaration showed that the members have signed and acknowledged the membership requirements. The declarations were kept in member's individual file.	Complied

		<p>Sample as per below: -</p> <p>0182-01-003 (9/8/2021)</p> <p>0055-02-002 (27/12/2019)</p> <p>0059-01-002 (8/2/2021)</p> <p>0060-01-002 (13/3/2021)</p> <p>0075-01-004 (4/9/2021)</p> <p>0210-01-004 (7/7/2021)</p> <p>0225-01-005 (14/6/2022)</p> <p>0231-01-005 (13/6/2022)</p> <p>0282-01-010 (17/6/2022)</p> <p>0267-01-008 (10/1/2022)</p>	
Milestone A	All members can demonstrate understanding of membership requirements.	Based on interview with the sampled members, it was observed that the members were able to give good understanding of the membership requirements.	Complied
Milestone B	All members can demonstrate understanding of membership requirements.	Based on interview with the sampled members, it was observed that the members were able to give good understanding of the membership requirements.	Complied
<b>A.2 The Group Manager is responsible for managing the Group for certification.</b>			
<b>A.2.1</b>			
Eligibility	The group manager has planned for the implementation of the ICS.	<p>The Group Manager has addressed the plan to implement ICS in PERTANIAGA business plan. Among the goals are:</p> <ul style="list-style-type: none"> <li>- to train and provide members in improving &amp; maintaining sustainability in oil palm planting and other related activities</li> <li>- to safeguard the welfare of its members in carrying out sustainable &amp; related oil palm cultivation activities</li> </ul>	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		<ul style="list-style-type: none"> <li>- to encourage its members to participate in initiatives or programmes organised by the government and the private sector such as RSPO, replanting assistance, fertiliser subsidy, MSPO certification and others to improve living standards members of the PERTANIAGA</li> <li>- to organise seminars, forums, training programs and study visit for the development of its members</li> <li>- to collaborate with government agencies and statutory bodies that are beneficial to oil palm ISHF and suppliers of FFB especially in economic, social, and technological improvement</li> <li>- to carry out activities that are legally valid and that are deemed necessary to achieve and accelerate all or part of the above goals to achieve both vision and mission of PERTANIAGA</li> </ul> <p>LEFA (Learning Farm) been established to give awareness to smallholder.</p> <p>The time lined was available from financial year 2020 until financial year 2025. To date the group manager already complied until Financial year 2022 where registration of Group 2 as per plan.</p> <p>The planning been reviewed by monthly during management review meeting to update the plan status. Latest review was on 20/5/2022 at Parit Bakong, Senggarang (Minit Mesyuarat Bil. 4 2022).</p>	
Milestone A	The group manager can demonstrate compliance of the ICS by individual members.	Compliance to ICS by individual members is evaluated by the Group Manager through field visits. During the visit, the Group Manager conducts the field inspection and provide advisory comments. Apart from that internal audit was also conducted to ensure compliance.	Complied
Milestone B	The group manager can demonstrate compliance of the ICS by individual members.	Compliance to ICS by individual members is evaluated by the Group Manager through field visits. During the visit, the Group Manager conducts the field inspection and provide advisory comments. Apart from that internal audit was also conducted to ensure compliance.	Complied

A.2.2			
Eligibility	The group manager demonstrates understanding of the ISH Standard, group certification and related topics and has sufficient resources to manage the group.	<p>The group manager was able to demonstrate good understanding of the ISH Standard. He had also attended various RSPO &amp; group management related trainings, which among others are:</p> <ul style="list-style-type: none"> <li>- Attended the RT17 in Bangkok, 2016</li> <li>- Visit the model of certified SH in Jambi, Indonesia 2018</li> <li>- Various trainings on oil palm plantation</li> <li>- Virtual RSPO ISH Roadshow Malaysia 23-30/11/2020"</li> </ul> <p>For year 2021 the committee already attended 19/4/2022 for Speaker Independent Smallholder Dialogue and Youth talk show as smallholder representative dated 20/4/2022</p> <p>The PERTANIAGA organisation chart has 13 committee members comprises of both MISI and ISH representatives previously was 11 committee member, the new committee was cover for PR and Charity. Apart from membership fees, the initiative is also funded by P&amp;G through MISI. They also was helped by the officers from CSS and Asia Business School.</p>	Complied
Milestone A	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>The management system was well established in covering the Plan, Do, Check, Act (PDCA) concept. Based on interview, the Group Manager was able to demonstrate good understanding in implementing the certification requirements.</p> <p>There also have advisor from CSS where they were certified from RSPO (Master Trainer 26 – 31/8/2019 at Medan Indonesia) to advice the Pertaniaga Team.</p>	Complied
Milestone B	The group manager can demonstrate capacity to manage and operate group certification and certification requirements.	<p>The management system was well established in covering the PDCA concept. Based on interview, the Group Manager was able to demonstrate good understanding in implementing the certification requirements.</p>	Complied

<b>A.2.3</b>																								
Eligibility	A group annual training plan is available covering the RSPO Independent Smallholder Standard, group management (which includes group objectives, structure, relevant procedures and the certification process) and other topics as outlined in the ISH Standard.MHZA	The group training plan was available this plan covering the whole RSPO independent smallholder standard. For group 1 (refresher) and group 2 the training was carried out as per plan dated on 25/5/2022 and 2/6/2022. This training included introduction to group and sustainable livelihood, Economic sustainability, environmental sustainability, social sustainability and recap, plan and reap rewards.	Complied																					
Milestone A	The group manager implements a phased approach to ensure members have progressively attended training on the ISH Standard, group management and other topics as outlined in the ISH Standard according to the group annual training plan.	<p>The group manager has established annual training plan by group. Total of 6 group registered under PERTANIAGA. Summary of training plan for 2022-2023 as per below table:</p> <table border="1"> <thead> <tr> <th>Smallholder group</th> <th>FY2021-2022</th> <th>FY2022-2023</th> </tr> </thead> <tbody> <tr> <td>G1</td> <td>Apr – June 2022</td> <td>-</td> </tr> <tr> <td>G2</td> <td>Oct – Dec 2021</td> <td>-</td> </tr> <tr> <td>G3</td> <td>Jan – Mar 2022</td> <td>-</td> </tr> <tr> <td>G4</td> <td>July – Sept 2022</td> <td>-</td> </tr> <tr> <td>G5</td> <td>-</td> <td>Jan – Mar 2023</td> </tr> <tr> <td>G6</td> <td>-</td> <td>Oct – Dec 2023</td> </tr> </tbody> </table>	Smallholder group	FY2021-2022	FY2022-2023	G1	Apr – June 2022	-	G2	Oct – Dec 2021	-	G3	Jan – Mar 2022	-	G4	July – Sept 2022	-	G5	-	Jan – Mar 2023	G6	-	Oct – Dec 2023	Complied
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Milestone B	All members attended training and can demonstrate understanding of the ISH Standard, group management and certification requirements including awareness on BMPs, HCV, environmental protection, social welfare of workers and business operations.	<p>The smallholder already complete training on BMP and aware the safety chemical to use, IPM and how to manage the invasive species. This training organizes by CSS (Centre Sustainable Small owner), UiTM and YARA. This training include introduction to group and sustainable livelihood, Economic sustainability, environmental sustainability, social sustainability and recap, plan and reap rewards.</p> <table border="1"> <thead> <tr> <th>Farmer ID</th> <th>Date of Training</th> <th>Training/Topic/Module</th> </tr> </thead> <tbody> <tr> <td>0088-01-0066</td> <td>14-15/5/2022</td> <td><u>Part I &amp; II</u></td> </tr> </tbody> </table>	Farmer ID	Date of Training	Training/Topic/Module	0088-01-0066	14-15/5/2022	<u>Part I &amp; II</u>	Complied															
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**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

				<p>Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0082-01-005	14-15/5/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0085-01-006	14-15/5/2022	<p><u>Part I &amp; II</u></p>	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

				<p>Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0084-01-006	25/5/2022 & 2/6/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0124-01-002	9-10/3/2022 & 14-15/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0139-01-002	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0142-01-002	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0143-01-002	9-10/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report  
Revision 13 (Apr 2022)**

		0257- 01-008	9-10/3/2022 & 14-15/3/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	
		0257-01-008	9-10/3/2022 & 14-15/3/2022	<p><u>Part I &amp; II</u>          Economic and sustainability          Risk and assessment          Pest and disease + IPM          Best Practices (Weed Management, Manuring, business and financial management)          Environmental (HCV, water management, peat management, replanting and waste management)          Social and welfare (community engagement, Safety Plan)</p>	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0261-01-008	9-10/3/2022 & 14-15/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0267-01-008	9-10/3/2022 & 14-15/3/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0176-01-003	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	
		0199-01-004	25/5/2022 & 2/6/2022	<u>Part I &amp; II</u> Economic and sustainability Risk and assessment Pest and disease + IPM Best Practices (Weed Management, Manuring, business and financial management) Environmental (HCV, water management, peat management, replanting and waste management) Social and welfare (community engagement, Safety Plan)	

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		0198-01-004	9-10/3/2022, 14-15/5/2022	<p><u>Part I &amp; II</u></p> <p>Economic and sustainability</p> <p>Risk and assessment</p> <p>Pest and disease + IPM</p> <p>Best Practices (Weed Management, Manuring, business and financial management)</p> <p>Environmental (HCV, water management, peat management, replanting and waste management)</p> <p>Social and welfare (community engagement, Safety Plan)</p>	
<b>B – ICS: Policies and management</b>					
<b>B.1 The group Internal Control System contains documented policies and procedures for operational management.</b>					
<b>B.1.1</b>					
Eligibility	A group Internal Control System is available for operational management including procedures of expulsion and sanctions for members who fail to comply, and a procedure to conduct internal audits	<p>Internal Audit was conducted base on RSPO ISH 2019. The internal audit process include Pre-Audit Process, Actual Audit Process and Post Audit Process.</p> <p>Latest internal audit was conducted on 16, 17 and 20/06/2022. The sampling was calculated based on formula <math>0.8 \times \sqrt{(\text{no. of members})} \times 1.4</math>. During the audit, 53 from 107 existing members and 214 new members' were sampled. The audit method used during the audit were document review, site visit and interview. 2 Major Non-conformity and 2 Opportunity of Improvement were raised during the audit.</p>			Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		The group manager has established Corrective Action Plan to addressed all the issue raised during the Internal Audit and submitted to the Internal Auditor and has been accepted. The audit report were available at the office for review.	
Milestone A	The ICS is implemented and an internal audit is conducted for at least half of the group members and all audit findings are closed	<p>Latest internal audit was conducted on 16, 17 and 20/06/2022. The sampling was calculated based on formula <math>0.8 \times \sqrt{\text{no. of members}} \times 1.4</math>. During the audit, 53 from 107 existing members and 214 new members' were sampled. The audit method used during the audit were document review, site visit and interview. 2 Major Non-conformity and 2 Opportunity of Improvement were raised during the audit.</p> <p>The group manager has established Corrective Action Plan to addressed all the issue raised during the Internal Audit and submitted to the Internal Auditor and has been accepted. The audit report were available at the office for review.</p>	Complied
Milestone B	The ICS is implemented and an annual internal audit of the group is conducted for all group members and all audit findings are resolved.	<p>Latest internal audit was conducted on 16, 17 and 20/06/2022. The sampling was calculated based on formula <math>0.8 \times \sqrt{\text{no. of members}} \times 1.4</math>. During the audit, 53 from 107 existing members and 214 new members' were sampled. The audit method used during the audit were document review, site visit and interview. 2 Major Non-conformity and 2 Opportunity of Improvement were raised during the audit.</p> <p>The group manager has established Corrective Action Plan to addressed all the issue raised during the Internal Audit and submitted to the Internal Auditor and has been accepted. The audit report were available at the office for review.</p>	Complied
<b>B.1.2</b>			
Eligibility	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	PERTANIAGA keeps and updates the database of all its members which consist the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No. first oil palm planting year, actual FFB production for 12 months, to name	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification.	
Milestone A	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	<p>PERTANIAGA keeps and updates the database of all its members which consist the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No. first oil palm planting year, actual FFB production for 12 months, to name a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification.</p> <p>During document review, it was noted that from 214 new members that have signed the agreement/declaration of membership, 117 was found without active MPOB license and was still in progress, or application of license. This shows the Internal control system for ensuring legal documentation of group members was not effectively implemented. thus the non-conformity was raised.</p>	Non-compliance
Milestone B	Basic information, farm information, production data, legal documentation of group members and signed Smallholder Declarations are available to the group manager	PERTANIAGA keeps and updates the database of all its members which consist the information about names, land lot number, GPS coordinates of farms, area size, production data, MPOB license No. first oil palm planting year, actual FFB production for 12 months, to name a few. Hardcopy of signed smallholder declaration were also kept in individual file and made available for verification.	Complied
<b>C – ICS: Group Business planning</b>			
<b>C.1 The group has a Business Plan prepared with the participation and contributions of all group members</b>			
<b>C.1.1</b>			
Eligibility	An annual group business plan is available, which includes <ul style="list-style-type: none"> <li>• Production and income forecasting based on historical records</li> <li>• Plans for expansion</li> </ul>	PERTANIAGA has established business plan FY 2020 - 2023. The business plan include administration, training and smallholders support operation cost. This business plan to ensure its member to practice sustainable and good agriculture practice oil palm cultivation activities and to ensure its member obtains RSPO cert under RISS initiative.	Complied

Milestone A	The group business plan is implemented and reviewed at least annually.	<p>PERTANIAGA has established business plan FY 2020 - 2023. The business plan include administration, training and smallholders support operation cost.</p> <p>This business plan to ensure its member to practice sustainable and good agriculture practice oil palm cultivation activities and to ensure its member obtains RSPO cert under RISS initiative.</p> <p>The total budget was around RM 271,000 for 1600 member until year 2023.The business plan was reviewed annually.</p>	Complied
Milestone B	The group demonstrates financial stability and growth, and is able to support itself financially.	The budget and business plan show RM 271,000 covered from year 2020 until 2023 was from Procter and Gamble (P&G). This budget support for group included New Ordinary Member (ISHF) and Renewal of Ordinary Member (ISHF).	Complied
<b>C.2 The ICS of the group is integrated with the group’s management plan.</b>			
<b>C.2.1</b>			
Eligibility	<p>A group management plan is available which includes:</p> <ul style="list-style-type: none"> <li>• Training/capacity building plans to improve productivity of group members.</li> <li>• An approach to strengthen links within the supply chain.</li> <li>• Plan for continuous improvement projects (i.e. on waste, soil, etc.), if any.</li> </ul>	<p>The annual group business plan for PERTANIAGA was available for FY 2022. This business plan to ensure its member to practice sustainable and good agriculture practice oil palm cultivation activities and to ensure its member obtains RSPO cert under RISS initiative. The total budget was around RM 71000 for 640 members until year 2023.</p> <p>The group management plan was available this included training needed to improve productivity of group members, continuous improvement plan, and others. The group manager will manage the implementation of the plan and ensure the smallholder</p> <p>Plan for continuous improvement plan project was available in Pertaniaga sampling on one project LeFa (Learning Farm) on Ahmad Affandi. There are 3 phase to make their farm become model farm as per below: -</p> <p>Phase 1 – must be complied in 2 month</p>	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		Phase 2 – complied in 4 month Phase 3 – complied in 12 month From the monitoring En Affandi already complied with phase2 as per record verification.	
Milestone A	The group management plan is implemented and reviewed at least annually.	As per interview with group manager, the management will review the management plan yearly basis. The latest management plan available dated Jan 2022.	Complied
Milestone B	The group manager demonstrates the group’s compliance with this ISH Standard.	The management conducted field inspection by yearly basis and 4 monthly basis for LeFa (Learn Farming) record verification as per below:- 0231-01-005 from group 2, dated 19/05/2022. 0282-01-010 from Group 2 dated 25/02/2022 0064-01-003 from group 1 dated 11/10/2021 0230-01-005 from group 2 dated 31/05/2022 0073-01-004 from group 1 dated 15/12/2021 0092-01-007 from group 1 dated 14/12/2021 0088-01-006 from group 1 dated 26/04/2022 0065-01-003 from group 1 dated 25/03/2022	Complied
<b>D – ICS: Group trading system for certified volumes</b>			
<b>D.1 The group has a procedure and system in place for the tracking of FFB.</b>			
<b>D.1.1</b>			
Eligibility	Record sheets to track the annual production and sales of certified volumes, covering traceability of producers and/or traders are available.	The group manager already establish procedure for traceability SOP entitled “Garis Panduan Pengasingan Buah Tandan Segar (BTS) di bawah Program Pekebun Kecil P&G” (Guideline to Sperate FFB under P&G Smallholders Programme) which describes the method of FFB segregation in the field and at the collection centre on 13/01/2021.	Complied

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

<p>Milestone A</p>	<p>Group manager maintains annual production records and sales of certified volumes.</p>	<p>The annual production and sales of certified volumes will be recorded in "Group 1 FFB Summary August 21- Apr22". Verification of the records sheet through simulation showed that the group manager has a reliable method to maintain annual production records and sales of certified volumes of all the members. The sampling as per below:-</p> <table border="1" data-bbox="1133 579 1955 1227"> <thead> <tr> <th>Smallholder Id</th> <th>Month</th> <th>Total weight</th> </tr> </thead> <tbody> <tr> <td rowspan="3">0003-01-001 (0.665 ha)</td> <td>Jan 2022</td> <td>1.36</td> </tr> <tr> <td>Feb 2021</td> <td>0.85</td> </tr> <tr> <td>Mar 2021</td> <td>0.58</td> </tr> <tr> <td rowspan="3">0096-01-007 (1.5529 ha)</td> <td>Jan 2022</td> <td>1.43</td> </tr> <tr> <td>Feb 2022</td> <td>2.34</td> </tr> <tr> <td>Marc 2022</td> <td>2.87</td> </tr> <tr> <td rowspan="3">0098-01-007 (1.4265 ha)</td> <td>Jan 2022</td> <td>0.61</td> </tr> <tr> <td>Feb 2022</td> <td>0.66</td> </tr> <tr> <td>Mar 2022</td> <td>0.82</td> </tr> <tr> <td rowspan="3">0092-01-007 (1.4ha)</td> <td>Jan 2022</td> <td>1.59</td> </tr> <tr> <td>Feb 2022</td> <td>1.29</td> </tr> <tr> <td>Mar 2022</td> <td>1.05</td> </tr> </tbody> </table>	Smallholder Id	Month	Total weight	0003-01-001 (0.665 ha)	Jan 2022	1.36	Feb 2021	0.85	Mar 2021	0.58	0096-01-007 (1.5529 ha)	Jan 2022	1.43	Feb 2022	2.34	Marc 2022	2.87	0098-01-007 (1.4265 ha)	Jan 2022	0.61	Feb 2022	0.66	Mar 2022	0.82	0092-01-007 (1.4ha)	Jan 2022	1.59	Feb 2022	1.29	Mar 2022	1.05	<p>Complied</p>
Smallholder Id	Month	Total weight																																
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	Feb 2022	1.29																																
	Mar 2022	1.05																																
<p>Milestone B</p>	<p>Group Manager maintains annual production records and sales of certified volumes of all FFB sources.</p>	<p>The annual production and sales of certified volumes will be recorded in "Group 1 FFB Summary August 21- Apr22". Verification of the records sheet through simulation showed that the group manager has</p>	<p>Complied</p>																															

		a reliable method to maintain annual production records and sales of certified volumes of all the members.	
<b>D.2 The group documents and implements a system for the tracking of FFB</b>			
<b>D.2.1</b>			
Eligibility	Not Applicable	Not applicable	Not Applicable
Milestone A	The group manager maintains annual production data and sales of certified volumes through Book and Claim for the group based on actual receipts for and sales by all members	The annual production and sales of certified volumes will be recorded in "Group 1 FFB Summary August 21- Apr22". Verification of the records sheet through simulation showed that the group manager has a reliable method to maintain annual production records and sales of certified volumes of all the members. Among the sources of data are weighbridge summary report from collection centre and sales receipt from members.	Complied
Milestone B	The group manager maintains annual production data and sales of certified volumes through physical or Book and Claim for the group based on actual receipts and sales for all members and 100% all certified volumes.	The annual production and sales of certified volumes will be recorded in "Group 1 FFB Summary August 21- Apr22". Verification of the records sheet through simulation showed that the group manager has a reliable method to maintain annual production records and sales of certified volumes of all the members. Among the sources of data are weighbridge summary report from collection centre and sales receipt from members.	Complied
<b>D.3 The group has a procedure and system for premium distribution.</b>			
<b>D.3.1</b>			
Eligibility	The group and group manager have agreed on how the premiums should be used and the agreement is recorded and communicated to the group members. Prices, premiums, and timing of premium payment are clearly communicated and transparent to all group members. Premiums disbursed to members at all stages are recorded	The SOP on how premium distributed was available dated 20/5/2021. The SOP stated the premium will be pay to smallholder within 2 month after income been verified after physical uptake and credit sale. As per verification on palm trace no trading have been conducted by the Pertaniaga dated on 01/07/2022. During interview with smallholder,	Complied

	and the premiums are paid in a timely and convenient manner.	they were aware regarding to premium distributed thus previous Major Nc was close accordingly.	
Milestone A	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	As per verification on palm trace no trading have been conducted by the Pertaniaga dated on 01/07/2022. During interview with smallholder, they were aware regarding to premium distributed.	Complied
Milestone B	The disbursement of premiums, including price and timing of the disbursement to group members is clearly recorded.	As per verification on palm trace no trading have been conducted by the Pertaniaga dated on 01/07/2022. During interview with smallholder, they were aware regarding to premium distributed.	Complied

**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in [year] for [mill] and supply base was calculated using the PalmGHG Calculator version 3.0.1. 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 datas include CPO produced, PKO Produced and FFB Processed
- iv. Fertilizer consumed data for both estates and smallholders.

The summary of the Net GHG emitted in [YEAR] for [MILL] and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	N/A
PKO	N/A

Extraction	%
OER	N/A
KER	N/A

Production	t/yr
FFB Process	N/A
CPO Produced	N/A
PKO Produced	N/A

Land Use	Ha
OP Planted Area	N/A
OP Planted on peat	N/A
Conservation (forested)	N/A
Conservation (non-forested)	N/A
<b>Total</b>	N/A

**Summary of Field Emission and Sink**

	Own Crop*		Group		3 <sup>rd</sup> Party		Total	
	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB	tCO <sub>2</sub> e	tCO <sub>2</sub> e / FFB
<b>Emission</b>								
Land Conversion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CO <sub>2</sub> Emission from fertilizer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NO <sub>2</sub> Emission	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fuel Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Peat Oxidation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Sink</b>								
Crop Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conservation Sequestration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\*Note: Includes both estates and smallholders

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	N/A	N/A
Fuel Consumption	N/A	N/A
Grid Electricity Utilization	N/A	N/A
<b>Credit</b>		
Export of Grid Electricity	N/A	N/A
Sales of PKS	N/A	N/A
Sales of EFB	N/A	N/A
<b>Total</b>	N/A	N/A

**Summary of Kernel Crusher Emission and Credit (if applicable)**

Emissions	tCO <sub>2</sub> e
PK from own mill	N/A
PK from other source	N/A
Fuel Consumptions	N/A
<b>Total Crusher emissions</b>	N/A

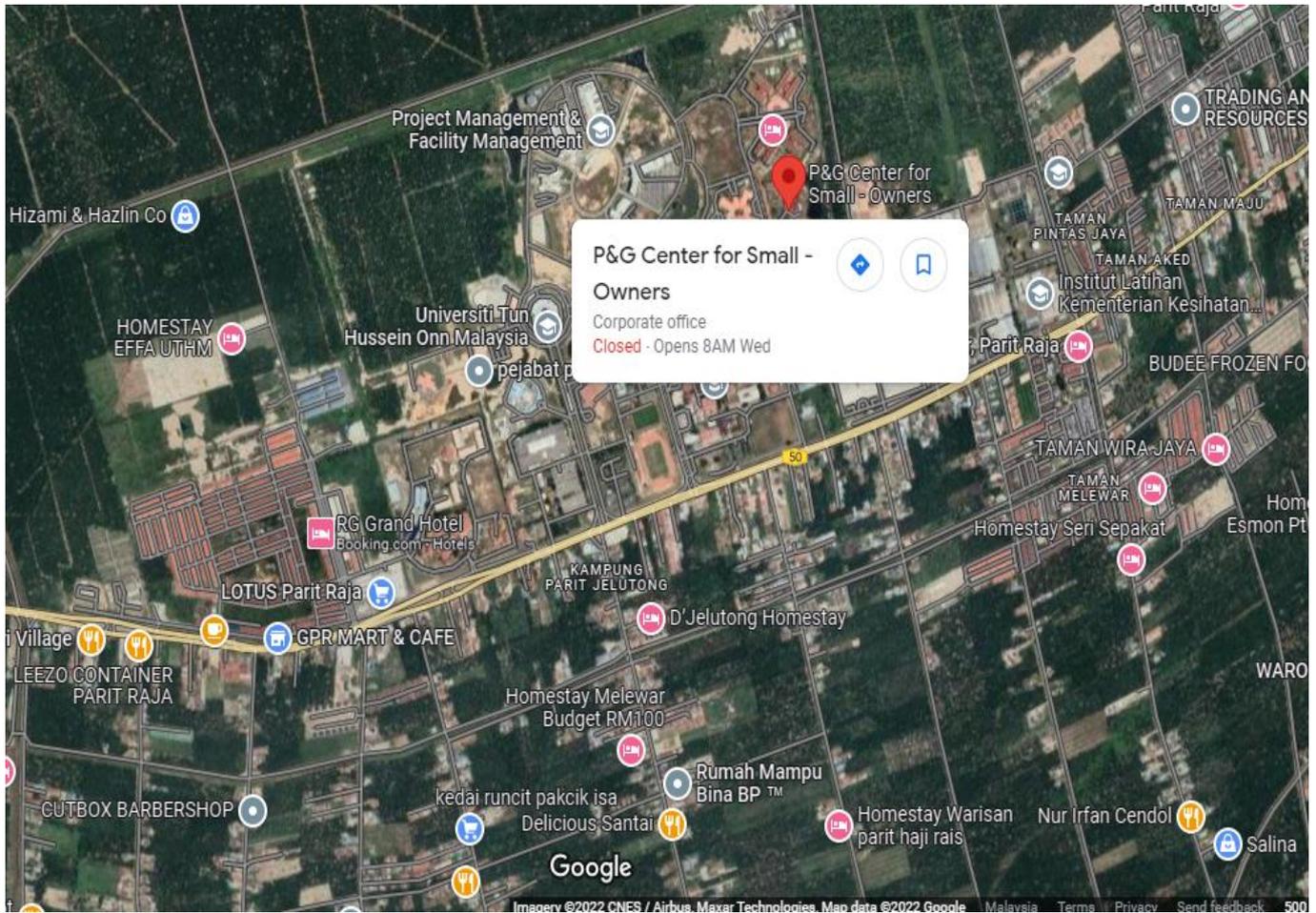
\*This mill has no kernel crusher operation.

<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	N/A
Divert to anaerobic diversion (%)	N/A

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	N/A
Divert to methane captured (flaring) (%)	N/A
Divert to methane captured (energy generation) (%)	N/A

**Appendix C: Location Map of Certification Unit and Supply bases**

Group Manager Office



Group 1





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**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**



Created by: CSS, Digitalization

**Appendix D: Estate Field Map**

N/A

**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			
1	Fatimah Binti Abd Aziz	Batu Pahat	1° 45' 20.46"	103° 3' 34.92"	0.74	0.64	8.78	26/05/2021	0001-01-001
		Batu Pahat	1° 45' 18.79"	103° 3' 26.03"	0.14	0.14	2.12	26/05/2021	0001-02-001
		Batu Pahat	1° 45' 24.35"	103° 3' 8.96"	0.56	0.46	6.46	26/05/2021	0001-03-001
		Batu Pahat	1° 45' 25.39"	103° 3' 20.27"	0.37	0.37	8.60	26/05/2021	0001-04-001
2	Marinah Othman	Batu Pahat	1° 45' 35.40"	103° 3' 16.31"	0.45	0.45	6.16	26/05/2021	0002-01-001
3	Mohd Azlin bin Abd Aziz *	Batu Pahat	1° 45' 47.22"	103° 3' 21.67"	0.67	0.67	12.17	26/05/2021	0003-01-001
4	Md Jidin Bin Sawi	Batu Pahat	1° 47' 55.72"	103° 3' 54.29"	0.91	0.91	2.71	26/05/2021	0004-01-001
		Batu Pahat	1° 45' 39.99"	103° 3' 48.67"	0.58	0.45	6.07	26/06/2022	0004-02-001
5	Azizah Binti Adnan	Batu Pahat	1° 45' 35.26"	103° 4' 13.22"	0.47	0.47	11.26	26/05/2021	0005-01-001
6	Suraida Binti Ali	Batu Pahat	1° 45' 15.79"	103° 3' 56.70"	2.00	2.00	17.27	26/05/2021	0006-01-001
7	Rupia'ah Binti Ehsan	Batu Pahat	1° 42' 50.31"	103° 5' 48.34"	0.89	0.89	8.44	26/05/2021	0007-01-001
8	Ahmad Bin Samin	Batu Pahat	1° 43' 9.81"	103° 6' 9.18"	0.66	0.66	14.81	26/05/2021	0008-01-001
		Batu Pahat	1° 42' 39.96"	103° 5' 20.36"	1.88	1.88	12.68	26/05/2021	0008-02-001
9	Hod Bin Mustafa	Batu Pahat	1° 48' 0.98"	103° 3' 54.61"	0.91	0.91	8.84	26/05/2021	0009-01-001

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

10	Rosila Binti Ismail *	Batu Pahat	1° 45' 27.25"	103° 3' 34.38"	0.39	0.39	6.00	26/05/2021	0010-01-001
11	Asiah Binti Karim	Batu Pahat	1° 45' 26.82"	103° 3' 50.65"	0.65	0.65	12.50	26/05/2021	0011-01-001
12	Zaikhan Bin Hj Salleh	Batu Pahat	1° 45' 11.64"	103° 3' 44.68"	0.64	0.49	7.47	26/05/2021	0012-01-001
13	Ab Rashid Bin Talib	Batu Pahat	1° 45' 26.23"	103° 3' 41.11"	1.01	1.01	12.27	26/05/2021	0013-01-001
		Batu Pahat	1° 45' 26.34"	103° 3' 35.10"	0.41	0.31	8.38	26/06/2022	0013-02-012
14	Khairul Firdaus Bin Mohamad	Batu Pahat	1° 45' 39.43"	103° 3' 26.68"	0.77	0.77	14.47	26/05/2021	0014-01-001
15	Talib Bin Mahadon	Batu Pahat	1° 44' 30.20"	103° 4' 48.72"	2.07	2.07	14.21	26/05/2021	0015-01-001
16	Khairul Mahzuz Bin Mohamad	Batu Pahat	1° 45' 6.68"	103° 3' 27.79"	0.38	0.38	14.21	26/05/2021	0016-01-001
17	Abu Amar Bin Samin	Batu Pahat	1° 45' 8.96"	103° 3' 24.70"	1.00	1.00	17.65	26/05/2021	0017-01-001
18	Za'ba Bin A.Aziz	Batu Pahat	1° 45' 33.77"	103° 3' 50.54"	2.19	2.19	33.98	26/05/2021	0018-01-001
		Batu Pahat	1° 45' 28.07"	103° 3' 34.30"	0.52	0.41	18.09	26/05/2021	0018-02-001
19	Mohd Nizam Bin Ja'afar	Batu Pahat	1. 1° 45' 23.13"	103° 3' 35.21"	0.95	0.95	13.26	26/05/2021	0044-01-001
		Batu Pahat	1° 50' 39.25"	103° 3' 26.35"	1.00	1.00	2.00	26/05/2021	0044-02-011
		Batu Pahat	1° 45' 13.66"	103° 6' 14.33"	1.46	1.46	46.07	26/05/2021	0044-03-011
20	Siti Ruzana Binti Dahlan	Batu Pahat	1° 43' 59.30"	103° 1' 31.58"	2.29	2.29	18.65	26/05/2021	0019-01-001
21	Sahrul Azhar Bin Suadi *	Batu Pahat	1° 48' 50.99"	103° 6' 31.54"	1.18	1.18	26.95	26/05/2021	0020-01-001

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

22	Rozalina Binti Adam	Batu Pahat	1° 45' 31.43"	103° 3' 7.85"	0.75	0.75	15.66	26/05/2021	0021-01-001
23	NorHashimah Binti Hashim	Batu Pahat	1° 48' 1.04"	103° 3' 39.56"	0.81	0.81	16.00	26/05/2021	0022-01-001
24	Aziz Bin Hassan	Batu Pahat	1° 45' 40.72"	103° 3' 53.24"	2.01	1.66	10.98	26/05/2021	0023-01-001
		Pontian	1° 40' 9.08"	103° 17' 39.88"	0.90	0.90	14.95	26/06/2022	0023-02-005
25	Siti Hairaney Binti Bachok@Daud	Batu Pahat	1° 48' 43.50"	103° 3' 42.84"	1.68	1.68	24.07	26/05/2021	0024-01-001
26	Mohd Asri Bin Hashim	Batu Pahat	1° 48' 1.80"	103° 4' 0.62"	0.91	0.91	12.86	26/05/2021	0025-01-001
27	Mazni Binti Mustafa *	Batu Pahat	1° 45' 27.94"	103° 3' 10.91"	0.75	0.75	9.33	26/05/2021	0026-01-001
28	Mustafa bin Udin (Mazni Binti Mustafa)	Batu Pahat	1° 45' 54.49"	103° 3' 59.15"	0.98	0.98	7.75	26/05/2021	0027-01-001
29	Kamariah Binti Siran	Batu Pahat	1° 45' 18.96"	103° 3' 17.14"	0.46	0.46	10.52	26/05/2021	0028-01-001
		Batu Pahat	1° 45' 22.56"	103° 3' 3.13"	0.36	0.36	6.03	26/05/2021	0028-02-001
		Batu Pahat	1° 45' 20.79"	103° 3' 10.30"	0.34	0.24	6.88	26/06/2022	0028-03-012
30	Nistion Bin Hashim	Batu Pahat	1° 48' 0.81"	103° 3' 36.29"	0.91	0.91	15.23	26/05/2021	0029-01-001
31	Faisal @ Mohd Faisal Bin Harith	Batu Pahat	1° 45' 1.44"	103° 3' 48.06"	0.53	0.53	17.24	26/05/2021	0030-01-001
32	Rohana Binti Ramli	Batu Pahat	1° 46' 8.55"	103° 3' 15.59"	1.15	1.15	25.63	26/05/2021	0031-01-001
33	Azmah Binti Zaini	Batu Pahat	1° 41' 47.54"	103° 6' 43.45"	0.68	0.68	0.00	26/05/2021	0032-01-001
34	Aminuddin Bin Md Desah	Batu Pahat	1° 46' 47.99"	103° 1' 44.54"	0.76	0.76	11.71	26/05/2021	0033-01-001

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

35	Zainab Bt Md Desah	Batu Pahat	1° 45' 18.40"	103° 3' 20.16"	1.31	1.31	23.70	26/05/2021	0034-01-001
36	Rosman Bin Saat	Batu Pahat	1° 44' 24.68"	103° 4' 51.78"	0.58	0.58	11.05	26/05/2021	0035-01-001
37	Siti Mariam Binti Hashim	Batu Pahat	1° 45' 44.46"	103° 3' 32.00"	2.11	2.01	11.08	26/05/2021	0036-01-001
38	Habibah binti Jelani	Batu Pahat	1° 44' 58.42"	103° 2' 34.44"	1.10	0.97	20.44	26/05/2021	0037-01-001
39	Umar Bin Sapuan	Batu Pahat	1° 44' 54.52"	103° 6' 27.61"	1.13	1.13	23.53	26/05/2021	0038-01-001
40	Alias A Karim	Batu Pahat	1° 45' 12.00"	103° 3' 47.52"	0.29	0.29	9.08	26/05/2021	0039-01-001
		Batu Pahat	1° 45' 11.78"	103° 3' 46.62"	0.25	0.25	2.28	26/06/2022	0039-02-012
		Batu Pahat	1° 45' 11.87"	103° 3' 46.87"	0.29	0.29	3.14	26/06/2022	0039-03-012
41	Rahmat B Mohd Lasim	Batu Pahat	1° 45' 21.65"	103° 8' 32.46"	0.61	0.61	11.59	26/05/2021	0040-01-001
42	Hanim Binti Hashim	Batu Pahat	1° 47' 52.66"	103° 4' 4.15"	0.91	0.91	16.50	26/05/2021	0041-01-001
43	Miskan Bin Tukiran	Batu Pahat	1° 45' 19.37"	103° 3' 42.98"	0.82	0.82	17.94	26/05/2021	0042-01-001
44	Mohd Daud Bin Hashim	Batu Pahat	1° 48' 3.32"	103° 3' 27.68"	1.11	1.11	19.53	26/05/2021	0043-01-001
		Batu Pahat	1° 53' 51.01"	103° 6' 16.34"	2.38	2.38	25.01	26/06/2022	0043-02-003
		Batu Pahat	1° 53' 49.60"	103° 6' 30.02"	1.37	1.37	17.88	26/06/2022	0043-03-003
45	Hasnah Binti Bawok	Batu Pahat	1° 50' 1.32"	103° 9' 53.35"	1.82	1.82	18.48	26/05/2021	0310-01-002
46	Mokasan Bin Tamyiz	Batu Pahat	1° 51' 10.44"	103° 9' 0.97"	0.92	0.72	9.15	26/05/2021	0046-01-002

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

47	Jamaludin Bin Tarseh	Batu Pahat	1° 49' 59.16"	103° 8' 20.58"	1.95	0.81	35.00	26/05/2021	0047-01-002
48	Razali Bin Jamat	Batu Pahat	1° 49' 38.68"	103° 11' 33.32"	1.01	1.01	13.88	26/05/2021	0048-01-002
49	Paiman Bin Kasman	Batu Pahat	1° 51' 18.48"	103° 9' 7.60"	1.32	1.22	21.61	26/05/2021	0049-01-002
50	Misbah Bin Sukarno	Batu Pahat	1° 52' 49.87"	103° 11' 4.06"	0.51	0.51	16.33	26/05/2021	0050-01-002
51	Abu Bin Dolah	Batu Pahat	1° 49' 46.20"	103° 10' 59.52"	1.43	1.43	9.85	26/05/2021	0051-01-002
52	Manap Bin Ismail Manap Bin Ismail	Batu Pahat	1° 49' 31.21"	103° 10' 39.36"	1.12	1.12	6.75	26/05/2021	0052-01-002
		Batu Pahat	1° 49' 44.91"	103° 9' 46.08"	1.45	1.45	9.01	26/05/2021	0052-02-002
53	Tomiran Bin Bahri	Batu Pahat	1° 50' 43.80"	103° 10' 17.76"	2.85	2.85	29.68	26/05/2021	0053-01-002
54	Mohd Kodori Bin Salam	Batu Pahat	1° 52' 14.88"	103° 10' 53.76"	1.21	1.21	18.08	26/05/2021	0054-01-002
55	Mohd Noh Bin Muri *	Batu Pahat	1° 51' 2.16"	103° 8' 37.32"	2.44	2.44	47.53	26/05/2021	0055-01-002
		Batu Pahat	1° 55' 5.52"	103° 7' 41.52"	0.94	0.94	14.59	26/05/2021	0055-02-002
56	Supian Bin Sapuan (Drop)	Batu Pahat	1° 50' 32.64"	103° 9' 45.36"	0.91	0.91	0.00	26/05/2021	0056-01-002
57	Jemail Bin Imam	Batu Pahat	1° 51' 40.44"	103° 9' 6.26"	0.99	0.74	16.98	26/05/2021	0057-01-002
58	Md Khudzairi Bin Jabar	Batu Pahat	1° 49' 38.82"	103° 8' 7.84"	2.67	2.67	1.86	26/05/2021	0058-01-002
59	Siti 'Asri Binti Deri *	Batu Pahat	1° 50' 15.91"	103° 8' 34.73"	1.52	1.32	23.97	26/05/2021	0059-01-002
60	Mohd Nazir Bin Pasimen *	Batu Pahat	1° 52' 28.07"	103° 9' 16.20"	1.26	1.12	15.85	26/05/2021	0060-01-002

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

61	Marsi Bin Selamat	Batu Pahat	1° 52' 19.70"	103° 10' 54.48"	1.21	1.21	7.94	26/05/2021	0061-01-002
		Batu Pahat	1° 49' 57.86"	103° 9' 51.73"	0.91	0.91	14.96	26/05/2021	0061-02-002
62	Md Ramlan Bin Sawiyo	Batu Pahat	1° 51' 10.05"	103° 8' 23.86"	0.96	0.75	8.96	26/05/2021	0062-01-002
63	Mozni Bin Hj Hassan	Batu Pahat	1° 47' 0.61"	103° 11' 3.41"	1.31	1.31	26.44	26/05/2021	0071-01-004
64	Ahmad Jamil Bin Othman	Batu Pahat	1° 45' 29.92"	103° 13' 35.36"	1.83	1.83	0.00	26/05/2021	0072-01-004
65	Ahmad Affandi Bin Siraj *	Batu Pahat	1° 46' 2.39"	103° 10' 41.81"	1.42	1.03	22.54	26/05/2021	0073-01-004
66	Mohd Jamhari Bin Kamari	Batu Pahat	1° 45' 18.81"	103° 10' 53.29"	0.26	0.26	7.71	26/05/2021	0074-02-004
67	Saiful Amrin Bin Sudin *	Batu Pahat	1° 47' 36.99"	103° 10' 54.01"	1.56	1.56	8.44	26/05/2021	0075-01-004
		Batu Pahat	1° 47' 44.41"	1° 47' 44.41"	0.75	0.75	3.43	26/06/2022	0075-02-004
68	Mohd Fauzi Bin Abdul Majid	Batu Pahat	1° 43' 25.26"	103° 9' 21.28"	1.26	1.26	21.52	26/05/2021	0076-01-004
		Batu Pahat	1° 43' 25.38"	103° 9' 21.20"	3.43	3.43	58.44	26/05/2021	0076-02-004
69	Musa Bin Khalid	Batu Pahat	1° 43' 11.30"	103° 10' 2.60"	1.01	0.66	8.67	26/05/2021	0077-02-004
		Batu Pahat	1° 43' 10.49"	103° 10' 2.68"	3.05	2.17	30.48	26/05/2021	0077-01-004
70	Mohd Zokrat Bin Moktar	Batu Pahat	1° 43' 30.84"	103° 9' 28.51"	2.50	2.50	38.59	26/05/2021	0078-01-004
		Batu Pahat	1° 43' 26.83"	103° 9' 26.89"	1.76	1.76	27.13	26/05/2021	0078-02-004
71	Idora Binti M.Nor	Batu Pahat	1° 42' 50.08"	103° 9' 1.22"	1.07	1.07	15.72	26/05/2021	0079-01-004

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

72	Sahani Bin Nasran	Batu Pahat	1° 45' 10.55"	103° 16' 44.69"	3.23	3.23	28.80	26/05/2021	0080-01-004
73	Mohd Kosni Bin Jasman	Batu Pahat	1° 48' 42.70"	103° 3' 42.88"	1.89	1.89	18.37	26/05/2021	0063-01-003
		Batu Pahat	1° 48' 47.48"	103° 4' 19.85"	0.56	0.46	7.61	26/05/2021	0063-02-003
74	Rahmat Jemeran *	Batu Pahat	1° 48' 56.01"	103° 3' 40.50"	1.12	1.12	33.46	26/05/2021	0064-01-003
		Batu Pahat	1° 48' 55.22"	103° 4' 8.98"	1.07	1.07	7.83	26/06/2022	0064-02-003
75	Othman Teman *	Batu Pahat	1° 49' 27.46"	103° 3' 40.07"	0.81	0.61	11.59	26/05/2021	0065-01-003
		Batu Pahat	1° 49' 32.19"	103° 3' 33.52"	0.71	0.71	7.49	26/05/2021	0065-02-003
76	Mahrof Bin Osman *	Batu Pahat	1° 49' 11.95"	103° 2' 56.08"	1.67	1.67	45.27	26/05/2021	0066-01-003
77	Md Zin Bin Junit *	Batu Pahat	1° 48' 30.56"	103° 4' 5.84"	1.17	1.17	23.74	26/05/2021	0067-01-003
78	Ruslan Bin Teman *	Batu Pahat	1° 49' 49.59"	103° 3' 47.38"	0.93	0.93	15.56	26/05/2021	0068-01-003
79	Ismail Bin Ramli	Batu Pahat	1° 48' 59.43"	103° 2' 45.82"	0.78	0.78	29.88	26/05/2021	0069-01-003
		Batu Pahat	1° 48' 51.08"	103° 3' 9.58"	0.91	0.91	33.25	26/05/2021	0069-02-003
80	Manoor Bin Jemeran	Batu Pahat	1° 48' 13.14"	103° 4' 23.16"	1.27	0.94	13.50	26/05/2021	0070-01-003
81	Patkar Bin Tamsir	Pontian	1° 40' 53.83"	103° 20' 23.86"	1.36	1.36	25.30	26/05/2021	0081-01-005
82	Abu Bakar Bin Sahuri *	Pontian	1° 38' 38.30"	103° 18' 15.01"	1.02	0.88	24.28	26/05/2021	0082-01-005
83	Watini bt Semaon	Pontian	1° 36' 52.43"	103° 21' 0.22"	1.17	0.65	8.90	26/05/2021	0083-01-006

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

84	Hishamudin bin @ Shazali Sulaiman *	Pontian	1° 35' 50.10"	103° 21' 3.06"	2.50	2.40	61.15	26/05/2021	0084-01-006
85	Rosman Alip *	Pontian	1° 38' 47.54"	103° 24' 22.57"	2.33	2.33	13.97	26/05/2021	0085-02-006
		Pontian	1° 37' 44.13"	103° 21' 8.14"	1.21	1.21	28.26	26/05/2021	0085-01-006
86	Salim Bin Salleh	Pontian	1° 37' 28.16"	103° 21' 42.91"	0.75	0.75	6.50	26/05/2021	0086-01-006
		Pontian	1° 38' 34.86"	103° 22' 30.83"	0.90	0.90	18.56	26/05/2021	0086-02-006
87	Suratmen Bin Mosman	Pontian	1° 37' 31.53"	103° 21' 36.25"	1.30	1.20	13.62	26/05/2021	0087-01-006
88	Amat Ngalimon *	Pontian	1° 37' 56.32"	103° 21' 35.78"	0.96	0.96	29.81	26/05/2021	0088-01-006
		Pontian	1° 38' 9.87"	103° 21' 29.38"	2.28	1.97	35.78	26/06/2022	0088-02-006
		Pontian	1° 39' 12.19"	103° 22' 52.03"	0.96	0.96	12.76	26/06/2022	0088-03-006
89	Tukimin Bin Hussin	Pontian	1° 38' 20.44"	103° 22' 3.68"	1.27	1.27	23.58	26/05/2021	0089-01-006
		Pontian	1° 38' 14.53"	103° 22' 7.50"	0.86	0.52	4.39	26/06/2022	0089-02-006
90	Esah Binti Dagimi	Pontian	1° 38' 37.62"	103° 22' 33.42"	0.99	0.99	15.92	26/05/2021	0090-01-006
91	Zulkifli Bin Kamin	Pontian	1° 38' 32.84"	103° 22' 20.82"	0.91	0.91	20.66	26/05/2021	0091-01-006
		Pontian	1° 38' 29.54"	103° 22' 27.12"	0.50	0.50	11.23	26/05/2021	0091-02-006
92	Hadini binti Ashari *	Pontian	1° 33' 4.35"	103° 24' 31.07"	1.46	1.40	22.92	26/05/2021	0092-01-007
93	Othman bin Hj Kasan	Pontian	1° 31' 44.91"	103° 25' 40.66"	3.72	3.67	25.66	26/05/2021	0093-01-007

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

94	Jamal Bin Ahmad	Pontian	1° 31' 53.07"	103° 27' 3.46"	1.00	1.00	32.42	26/05/2021	0094-01-007
		Pontian	1° 31' 25.99"	103° 26' 16.15"	0.66	0.66	13.11	26/06/2022	0094-02-007
95	Saimon Bin Harun	Pontian	1° 32' 18.49"	103° 26' 17.34"	1.80	1.67	11.35	26/05/2021	0095-01-007
96	Hamisah binti Nasir	Pontian	1° 30' 32.65"	103° 25' 7.97"	1.76	1.55	38.45	26/05/2021	0096-01-007
97	Abd Rahim Bin Amil	Pontian	1° 31' 48.56"	103° 24' 11.63"	2.02	1.81	36.61	26/05/2021	0097-01-007
98	Paiman Bin Sapar @ Safar *	Pontian	1° 32' 0.92"	103° 26' 36.74"	1.43	1.43	12.23	26/05/2021	0098-01-007
99	Md Sudirman bin Sumardi	Pontian	1° 31' 7.35"	103° 25' 11.32"	1.14	1.01	19.13	26/05/2021	0099-01-007
100	Haniza Binti Omar	Batu Pahat	1° 44' 31.84"	103° 3' 44.46"	0.61	0.61	16.58	26/05/2021	0100-01-009
101	Shariff (Noor) Bin Hj Omar	Batu Pahat	1° 45' 14.90"	103° 6' 25.02"	0.99	0.99	21.25	26/05/2021	0101-01-010
		Batu Pahat	1° 45' 19.26"	103° 3' 30.31"	0.50	0.50	9.69	26/06/2022	0101-02-010
		Batu Pahat	1° 45' 10.87"	103° 3' 18.43"	1.00	0.82	15.98	26/06/2022	0101-03-010
102	Fatimah Bt Ismail	Batu Pahat	1° 45' 19.12"	103° 3' 35.24"	0.83	0.83	11.22	26/05/2021	0102-01-010
		Batu Pahat	1° 45' 55.89"	103° 3' 38.02"	1.41	1.41	12.01	26/05/2021	0102-03-010
		Batu Pahat	1° 46' 4.16"	103° 3' 36.79"	0.84	0.84	10.95	26/05/2021	0102-02-010
103	Salleh Bin Hj Zakaria	Batu Pahat	1° 45' 27.95"	103° 3' 15.19"	0.70	0.70	13.97	26/05/2021	0103-01-010
104	Zakariya Bin Kasim	Batu Pahat	1° 45' 52.60"	103° 3' 30.13"	0.96	0.36	2.46	26/05/2021	0104-01-010

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

		Batu Pahat	1° 45' 46.43"	103° 3' 20.20"	0.48	0.48	3.29	26/05/2021	0104-02-010
105	Hishamudin Bin Ali	Batu Pahat	1° 45' 38.48"	103° 3' 42.70"	0.65	0.41	9.36	26/05/2021	0105-01-010
		Batu Pahat	1° 46' 17.54"	103° 4' 23.34"	1.64	1.64	23.48	26/06/2022	0105-02-010
106	Ab Rashid Bin Johar *	Batu Pahat	1° 45' 31.32"	103° 3' 16.24"	0.29	0.29	8.80	26/05/2021	0106-01-010
		Batu Pahat	1° 45' 32.78"	103° 3' 28.51"	0.37	0.37	2.09	26/06/2022	0106-02-001
107	Zuriah Asmijan	Batu Pahat	1° 46' 13.23"	103° 3' 21.17"	1.56	1.56	26.05	26/05/2021	0107-01-010
108	Azizah Binti Hj Zaini	Batu Pahat	1° 45' 1.20"	103° 4' 0.55"	0.73	0.38	6.96	26/06/2022	0108-01-001
109	Alias Bin Yusak	Batu Pahat	1° 45' 43.05"	103° 4' 12.97"	1.24	1.14	25.01	26/06/2022	0109-01-001
110	Zukifli@Zulkeflee Bin Mohamed Jidin	Batu Pahat	1° 45' 39.16"	103° 3' 41.94"	0.30	0.18	5.44	26/06/2022	0110-01-001
		Batu Pahat	1° 45' 45.17"	103° 3' 42.37"	0.30	0.18	5.44	26/06/2022	0110-02-001
111	Siti Nurhidayah Binti Dahlan (Jasmin bin Dahlan)	Batu Pahat	1° 44' 37.78"	103° 5' 22.60"	0.55	0.37	5.95	26/06/2022	0111-01-001
112	A'isah Binti Gono	Batu Pahat	1° 44' 25.1808"	103° 4' 20.0634"	0.97	0.86	15.95	26/06/2022	0112-01-001
113	Sarifah binti Gono (A'isah Binti Gono)	Batu Pahat	1° 44' 25.18"	103° 4' 20.06"	0.97	0.86	15.95	26/06/2022	0113-01-001
114	Normala Binti Hassan	Batu Pahat	1° 44' 18.46"	103° 3' 35.21"	0.92	0.92	23.42	26/06/2022	0114-01-001
115	Muhammad Hafiz Bin Hassan	Batu Pahat	1° 44' 18.79"	103° 3' 33.66"	0.51	0.51	10.68	26/06/2022	0115-01-001
116	Mohd Hanif bin Hassan (Muhammad Hafiz Bin Hassan)	Batu Pahat	1° 44' 17.20"	103° 3' 33.08"	0.51	0.51	10.68	26/06/2022	0116-01-001

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

117	Khairul Aszwan Bin Mohamad (Mohamad Bin Raban)	Batu Pahat	1° 45' 42.48"	103° 3' 23.87"	0.65	0.65	14.43	26/06/2022	0117-01-001
118	Khairul Ikhmal Bin Mohamad (Mohamad Bin Raban)	Batu Pahat	1° 45' 44.46"	103° 3' 27.94"	0.65	0.65	14.43	26/06/2022	0118-01-001
119	Kamsiah Bt Hj Nawawi (Mohd Daud Bin Jarkasi )	Batu Pahat	1° 45' 51.87"	103° 10' 22.80"	1.04	1.04	14.33	26/06/2022	0119-01-001
120	Jarkasi Bin Abd Shukor (Mohd Daud Bin Jarkasi)	Batu Pahat	1° 45' 0.21"	103° 10' 7.72"	1.63	1.63	22.36	26/06/2022	0120-01-001
		Batu Pahat	1° 45' 33.62"	103° 10' 15.74"	1.20	0.94	12.98	26/06/2022	0120-02-001
121	Adnan Bin Dahlan	Batu Pahat	1° 44' 26.44"	103° 4' 25.93"	0.66	0.43	11.33	26/06/2022	0122-01-001
122	Ismail Bin Suhadi	Batu Pahat	1° 50' 16.79"	103° 9' 0.54"	1.35	1.17	18.00	26/06/2022	0123-01-002
123	Salehah Binti Md Som *	Batu Pahat	1° 50' 33.75"	103° 10' 28.88"	0.86	0.86	20.91	26/06/2022	0124-01-002
124	Mohd Akibi Bin Buang	Batu Pahat	1° 54' 34.20"	103° 5' 24.79"	1.17	1.17	7.85	26/06/2022	0125-01-002
125	Kamal Bin Samut	Batu Pahat	1° 50' 18.90"	103° 9' 29.09"	1.21	1.09	16.20	26/06/2022	0126-01-002
126	Siti Lasmi Binti Deri	Batu Pahat	1° 50' 31.12"	103° 8' 33.76"	0.54	0.54	8.39	26/06/2022	0127-01-002
127	Siti Misrikah Binti Deri (Siti Lasmi Binti Deri)	Batu Pahat	1° 50' 30.46"	103° 8' 32.64"	0.54	0.54	8.39	26/06/2022	0128-01-002
128	Ahmad Izzat Syahmi Bin Sulaiman (Mohd Sulaiman Bin Kastin)	Batu Pahat	1° 51' 11.20"	103° 9' 46.44"	0.42	0.38	7.44	26/06/2022	0129-01-002
129	Ahmad Syafiq Bin Mohd Sulaiman (Mohd Sulaiman Bin Kastin)	Batu Pahat	1° 51' 11.57"	103° 9' 46.91"	0.42	0.41	7.95	26/06/2022	0130-01-002
130	Mohd Sulaiman Bin Kastin	Batu Pahat	1° 50' 24.20"	103° 10' 52.21"	0.42	0.42	8.34	26/06/2022	0131-01-002

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

131	Ili Liyana Binti Mohd Sulaiman (Mohd Sulaiman Bin Kastin)	Batu Pahat	1° 50' 24.92"	103° 10' 52.72"	0.42	0.42	8.34	26/06/2022	0132-01-002
132	Muhammad Taqiuddin Bin Mohd Sulaiman (Mohd Sulaiman Bin Kastin)	Batu Pahat	1° 50' 26.76"	103° 10' 53.62"	0.42	0.42	8.34	26/06/2022	0133-01-002
133	Norsuzaini Binti Mohd Sulaiman (Mohd Sulaiman Bin Kastin)	Batu Pahat	1° 50' 26.47"	103° 10' 53.87"	0.42	0.42	8.34	26/06/2022	0134-01-002
134	Nurul Akmal Binti Mohd Sulaiman (Mohd Sulaiman Bin Kastin)	Batu Pahat	1° 50' 27.05"	103° 10' 54.34"	0.42	0.42	8.34	26/06/2022	0135-01-002
135	Muslim Bin Ismail	Batu Pahat	1° 49' 35.41"	103° 10' 29.17"	1.22	1.03	8.98	26/06/2022	0136-01-002
136	Nur Hidayah Binti Marsi (Haris Marsi)	Batu Pahat	1° 50' 8.15"	103° 9' 51.12"	1.45	1.45	12.12	26/06/2022	0137-01-002
137	Seti Raitah Binti Ma'asom (Sabtu Bin Dolah)	Batu Pahat	1° 49' 47.55"	103° 10' 37.31"	1.62	1.27	13.45	26/06/2022	0138-01-002
138	Sabtu Bin Dolah *	Batu Pahat	1° 48' 56.96"	103° 11' 19.61"	0.91	0.91	23.01	26/06/2022	0139-01-002
139	Nasihah Binti Maslam	Batu Pahat	1° 50' 41.49"	103° 9' 37.84"	0.50	0.50	5.95	26/06/2022	0140-01-002
140	Khairul Azim Bin Basiron (Nasihah Binti Maslam)	Batu Pahat	1° 50' 40.91"	103° 9' 38.30"	0.50	0.50	5.95	26/06/2022	0141-01-002
141	Sabari Bin Amir *	Batu Pahat	1° 52' 8.70"	103° 10' 19.67"	1.21	1.21	18.30	26/06/2022	0142-01-002
142	Seripaton Binti Hanafi (Md Rahim bin Ikhsan) *	Batu Pahat	1° 50' 1.68"	103° 8' 12.52"	1.14	1.14	25.60	26/06/2022	0143-01-002
143	Muhammad Rahmat bin Rohani (Misirah Binti Tukimin)	Batu Pahat	1° 48' 49.87"	103° 11' 11.40"	0.58	0.58	3.49	26/06/2022	0144-01-002
144	Muhammad Razi Bin Rohani (Misirah Binti Tukimin)	Batu Pahat	1° 48' 49.61"	103° 11' 12.05"	0.58	0.58	3.49	26/06/2022	0145-01-002

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

145	Mohd Isa Bin Saroji	Batu Pahat	1° 51' 16.53"	103° 9' 26.10"	0.5021	0.35	8.77	26/06/2022	0146-01-002
146	Junirah Bt. Kasimon (kasimon) (Hairei bin Wahab)	Batu Pahat	1° 50' 9.47"	103° 9' 18.43"	0.95	0.95	8.54	26/06/2022	0147-01-002
147	Nor Liyana Binti Maskuri (Rafiah Binti Sandong)	Batu Pahat	1° 50' 9.97"	103° 9' 17.14"	0.48	0.32	3.28	26/06/2022	0148-01-002
		Batu Pahat	1° 50' 5.51"	103° 8' 36.67"	0.60	0.60	6.20	26/06/2022	0148-02-002
148	Mohamad Fareez Bin Maskuri (Rafiah Binti Sandong)	Batu Pahat	1° 50' 9.97"	103° 9' 17.14"	0.48	0.37	3.79	26/06/2022	0149-01-002
		Batu Pahat	1° 50' 5.27"	103° 8' 37.18"	0.60	0.60	6.20	26/06/2022	0149-02-002
149	Sarifah Binti Kadiman	Batu Pahat	1° 50' 8.11"	103° 10' 7.54"	0.58	0.58	3.75	26/06/2022	0150-01-002
150	Sujinah Binti Kijan (Mohd Zamza bin Wasmon)	Batu Pahat	1° 49' 51.63"	103° 9' 26.06"	0.81	0.64	15.80	26/06/2022	0151-01-002
151	Saripah Binti Jalil	Batu Pahat	2° 5' 9.76"	103° 0' 50.87"	2.31	2.31	4.25	26/06/2022	0152-01-002
152	Kusmin Bin Sukarno	Batu Pahat	2° 6' 15.79"	103° 1' 1.74"	1.80	1.80	3.31	26/06/2022	0159-01-002
153	Ramlan Bin Amat	Batu Pahat	1° 51' 35.83"	103° 10' 22.98"	1.23	0.86	2.25	26/06/2022	0153-01-002
154	Pardi Bin Tukiran	Batu Pahat	1° 50' 42.79"	103° 8' 25.69"	1.01	0.79	0.88	26/06/2022	0154-01-002
155	Satom Binti Hassan (Mohd Sajari bin Mohd Bahron)	Batu Pahat	1° 51' 14.29"	103° 9' 54.90"	0.97	0.66	0.68	26/06/2022	0155-01-002
156	Mohd Khalid Bin Mohd Kasah	Batu Pahat	1° 50' 5.82"	103° 9' 29.88"	0.69	0.69	1.09	26/06/2022	0156-01-002
157	Norlela Binti Boyani	Batu Pahat	1° 49' 17.52"	103° 7' 57.83"	0.96	0.82	4.74	26/06/2022	0157-01-002
		Batu Pahat	1° 49' 17.52"	103° 7' 57.83"	0.98	0.60	0.00	26/06/2022	0157-02-010

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

158	Mhd Lihan Bin Sabari	Batu Pahat	1° 48' 56.53"	103° 8' 45.85"	0.71	0.71	0.78	26/06/2022	0158-01-002
159	Rukiah binti Subari (Mohamad Abidin Mohamad Mokhlas)	Batu Pahat	1. 1° 54' 2.30"	103° 10' 26.72"	0.40	0.41	1.68	26/06/2022	0160-01-002
160	Mohamed Bin Yaakub	Batu Pahat	1° 50' 16.28"	103° 10' 50.45"	0.95	0.96	0.00	26/06/2022	0161-01-002
161	Lamien bin Sawiyo (Ramlan Bin Sawiyo)	Batu Pahat	1° 51' 9.83"	103° 8' 22.92"	0.97	0.86	6.82	26/06/2022	0163-01-002
162	Mohmad Jamal bin Sawiyo (Ramlan Bin Sawiyo)	Batu Pahat	1° 51' 8.96"	103° 8' 22.99"	0.97	0.97	7.69	26/06/2022	0164-01-002
163	Samian bin Sawiyo (Ramlan Bin Sawiyo)	Batu Pahat	1° 51' 8.27"	103° 8' 23.46"	0.97	0.97	7.69	26/06/2022	0165-01-002
164	Saaban Bin Selamat (Siti Noor Aidah binti Ithnin)	Batu Pahat	1° 47' 52.32"	103° 3' 21.53"	0.83	0.70	11.56	26/06/2022	0166-01-003
165	Bakar Bin Paminin	Batu Pahat	1° 50' 43.96"	103° 5' 6.79"	1.01	0.57	7.86	26/06/2022	0167-01-003
166	Hamidah binti Paminin	Batu Pahat	1° 50' 47.79"	103° 5' 5.93"	0.43	0.43	6.14	26/06/2022	0168-01-003
167	Suminah binti Jasman	Batu Pahat	1° 48' 44.04"	103° 4' 19.27"	0.49	0.49	5.82	26/06/2022	0169-01-003
168	Kamisan bin Kamin @ Kemin	Batu Pahat	1° 49' 46.20"	103° 4' 15.42"	0.52	0.52	8.75	26/06/2022	0170-01-003
169	Mohamad Noh bin Lajat	Batu Pahat	1° 48' 11.94"	103° 4' 43.75"	0.39	0.29	3.46	26/06/2022	0171-01-003
170	Mohd Ali bin Imat	Batu Pahat	1° 49' 45.63"	108° 3' 13.36"	1.08	1.08	15.93	26/06/2022	0172-01-003
		Batu Pahat	1° 48' 49.51"	103° 3' 53.78"	0.35	0.05	0.05	26/06/2022	0172-02-003
171	Kasian bin Ahmad (Sudin bin Kasian)	Batu Pahat	1° 48' 11.92"	103° 5' 29.54"	0.65	0.65	13.54	26/06/2022	0173-01-003

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

172	Kalana bin Bakri *	Batu Pahat	1. 1° 47' 7.94"	103° 3' 44.86"	0.52	0.52	10.19	26/06/2022	0174-01-003
173	Abdullah Sanek bin M. Arsat	Batu Pahat	1° 49' 2.23"	103° 2' 56.72"	1.86	1.86	30.93	26/06/2022	0175-01-003
174	Ramli bin Emon *	Batu Pahat	1° 48' 38.08"	103° 2' 45.28"	0.55	0.55	7.53	26/06/2022	0176-01-003
		Batu Pahat	1° 50' 3.57"	103° 4' 37.06"	0.32	0.22	4.04	26/06/2022	0176-02-003
175	Siti Maimun binti Nadiran	Batu Pahat	1° 48' 39.90"	103° 3' 50.90"	0.45	0.45	5.32	26/06/2022	0177-01-003
176	Siti Kalsom binti Nadiran	Batu Pahat	1° 48' 39.39"	103° 3' 50.87"	0.45	0.45	4.54	26/06/2022	0178-01-003
177	Taib bin Alias	Batu Pahat	1° 49' 20.68"	103° 4' 16.64"	0.68	0.58	11.94	26/06/2022	0179-01-003
178	Hanafi bin Kemin (Kemin bin Osman)	Batu Pahat	1° 48' 51.26"	103° 3' 14.69"	1.04	1.04	25.70	26/06/2022	0180-01-003
179	Samsuddin bin Sairi	Batu Pahat	1° 50' 57.08"	103° 5' 24.18"	0.33	0.23	2.50	26/06/2022	0181-01-003
180	Ani bin Topani *	Batu Pahat	1° 46' 37.68"	103° 2' 15.65"	0.73	0.73	18.06	26/06/2022	0182-01-003
181	Basri bin Salihin	Batu Pahat	1° 47' 52.84"	103° 1' 34.28"	0.85	0.85	15.68	26/06/2022	0183-01-003
		Batu Pahat	1° 47' 21.96"	103° 1' 49.44"	0.43	0.08	1.61	26/06/2022	0183-02-003
182	Mohamad Yasin bin Yusof (Hairullizam bin Sudin)	Batu Pahat	1° 50' 9.08"	103° 3' 33.26"	1.95	1.82	17.28	26/06/2022	0184-01-003
183	Zuraimi bin Musa (Ali Sabri bin Musa)	Batu Pahat	1° 48' 49.75"	103° 3' 45.36"	0.50	0.40	4.52	26/06/2022	0185-01-003
184	Chumiran bin Rakimin	Batu Pahat	1° 48' 30.90"	103° 4' 59.05"	0.98	0.98	9.38	26/06/2022	0186-01-003
185	Abd Kapi Bin Ikhsan (Sabarudin Bin Hussin)	Batu Pahat	1° 42' 36.47"	103° 8' 54.85"	0.70	0.70	9.22	26/06/2022	0187-01-004

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

186	Sabarudin Bin Hussin	Batu Pahat	1° 42' 36.08"	103° 6' 5.35"	0.70	0.70	15.61	26/06/2022	0188-01-004
187	Salim Bin Kasbin (Alqahhar Bin Salim)	Batu Pahat	1° 45' 36.01"	103° 14' 31.45"	0.61	0.49	5.19	26/06/2022	0189-01-004
		Batu Pahat	1° 45' 43.65"	103° 14' 32.17"	1.31	1.05	12.66	26/06/2022	0189-02-004
188	Maswanah Bt Salim (Alqahhar Bin Salim)	Batu Pahat	1° 44' 17.87"	103° 10' 43.07"	1.65	1.12	12.96	26/06/2022	0191-01-004
189	Anidah Binti Salim (Alqahhar Bin Salim) *	Batu Pahat	1° 44' 23.59"	103° 10' 44.33"	0.54	0.54	5.68	26/06/2022	0190-01-004
190	Husairi Bin Jikan	Batu Pahat	1° 44' 4.89"	103° 10' 19.60"	0.88	0.72	21.21	26/06/2022	0192-01-004
191	Sanisah Binti Safuan	Batu Pahat	1° 46' 9.39"	103° 10' 46.13"	1.02	1.02	10.56	26/06/2022	0193-01-004
192	Jamaludin Bin Rasid	Batu Pahat	1° 43' 39.01"	103° 10' 11.14"	1.62	1.62	25.89	26/06/2022	0194-01-004
		Batu Pahat	1° 43' 41.04"	103° 10' 11.57"	1.60	1.35	22.64	26/06/2022	0194-02-004
193	Mashori Bin Radiman	Batu Pahat	1° 44' 7.75"	103° 11' 21.01"	0.62	0.49	13.54	26/06/2022	0195-01-004
194	Sharifah Binti Saleh	Batu Pahat	1° 43' 36.34"	103° 10' 8.65"	0.77	0.77	12.30	26/06/2022	0196-01-004
195	Khamis Bin Amir	Batu Pahat	1° 44' 19.02"	103° 9' 48.24"	0.83	0.64	10.61	26/06/2022	0197-01-004
196	Md Azhar Bin Agus *	Batu Pahat	1° 43' 54.65"	103° 10' 36.55"	1.77	1.37	13.07	26/06/2022	0198-01-004
197	Mohamad Nor Bin Mohamad Ayub *	Batu Pahat	1° 43' 8.16"	103° 9' 19.33"	0.94	0.94	17.64	26/06/2022	0199-01-004
198	Mohd Anuar Bin Shaid	Batu Pahat	1° 47' 4.07"	103° 10' 50.02"	0.91	0.81	16.16	26/06/2022	0200-01-004
199	Mohamad Hisham Bin Saleh (Sharifah Binti Saleh)	Batu Pahat	1° 42' 57.53"	103° 10' 2.10"	1.15	1.15	20.41	26/06/2022	0201-01-004

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

200	Mohd Jeffri Fuad Bin Rahmat	Batu Pahat	1° 47' 55.18"	103° 10' 9.23"	1.25	1.26	7.07	26/06/2022	0202-01-004
		Batu Pahat	1° 44' 23.57"	103° 9' 35.96"	0.87	0.87	11.72	26/06/2022	0202-02-004
201	Mohd Sanin B Hj. Marzuki	Batu Pahat	1° 40' 39.19"	103° 10' 15.42"	3.75	1.88	25.96	26/06/2022	0203-01-004
202	Nasarudin Bin Sudin (Saiful Amrin Bin Sudin)	Batu Pahat	1° 47' 45.02"	103° 10' 56.42"	0.74	0.74	3.27	26/06/2022	0204-01-004
203	Nurazilawati Binti Sudin (Saiful Amrin Bin Sudin)	Batu Pahat	1° 47' 44.91"	103° 10' 58.94"	0.74	0.74	3.27	26/06/2022	0205-01-004
204	Hairullizam Bin Sudin (Saiful Amrin Bin Sudin)	Batu Pahat	1° 47' 44.72"	103° 11' 1.43"	0.75	0.75	3.27	26/06/2022	0206-01-004
205	Nurliana Binti Sudin (Saiful Amrin Bin Sudin)	Batu Pahat	1° 47' 45.26"	103° 10' 53.94"	0.73	0.73	3.27	26/06/2022	0207-01-004
206	Siti Anida Binti Sa'adon (Tengku Muhamad Haider Saiful Hizam Bin Tengku Omar)	Batu Pahat	1° 45' 9.24"	103° 11' 5.71"	1.83	1.07	7.76	26/06/2022	0208-01-004
		Batu Pahat	1° 45' 10.23"	103° 11' 12.55"	0.62	0.62	4.53	26/06/2022	0208-02-004
		Batu Pahat	1° 45' 9.16"	103° 11' 12.34"	2.57	2.00	14.58	26/06/2022	0208-03-004
207	Suratmun Bin Kadiman	Batu Pahat	1° 46' 59.19"	103° 11' 2.62"	1.38	1.38	27.21	26/06/2022	0209-01-004
208	Takirip Bin Tahir *	Batu Pahat	1° 45' 23.30"	103° 11' 5.60"	1.40	1.19	26.23	26/06/2022	0210-01-004
209	Mohd Torikat Bin Karian	Batu Pahat	1° 43' 8.85"	103° 11' 57.95"	0.89	0.79	15.59	26/06/2022	0211-01-004
210	Zainab Binti Wagiman	Batu Pahat	1° 46' 34.76"	103° 10' 57.79"	0.46	0.46	7.77	26/06/2022	0212-01-004
		Batu Pahat	1° 44' 26.61"	103° 10' 36.01"	0.35	0.35	5.93	26/06/2022	0212-02-004
		Batu Pahat	1° 44' 28.24"	103° 10' 28.34"	0.84	0.59	10.37	26/06/2022	0212-03-004

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

211	Armyza Binti Yaziz (Zainab Bin Wagiman)	Batu Pahat	1. 1° 44' 28.55"	103° 10' 28.81"	0.54	0.54	9.04	26/06/2022	0213-01-004
212	Zaliza Bt Mohd Kasmir	Batu Pahat	1° 42' 49.18"	103° 10' 1.56"	1.27	1.27	23.20	26/06/2022	0214-01-004
213	Munisah Bt Bulawi (Kamisan Bin Ihsan)	Batu Pahat	1° 45' 33.11"	103° 11' 19.72"	0.74	0.60	9.18	26/06/2022	0215-01-004
214	Mohd Samuri Bin Hj Iksan (Kamisan Bin Ihsan)	Batu Pahat	1° 45' 33.53"	103° 11' 19.93"	0.74	0.74	9.45	26/06/2022	0216-01-004
215	Mohd Zamri Bin Mohd Shalihin	Batu Pahat	1° 44' 15.92"	103° 10' 15.31"	1.02	1.02	29.83	26/06/2022	0217-01-004
		Batu Pahat	1° 44' 15.48"	103° 10' 16.54"	1.01	0.78	22.88	26/06/2022	0217-02-004
216	Mohd Noh Bin Mohd Nasir (Mohd Nasir Bin Misran) *	Batu Pahat	1° 46' 52.26"	103° 11' 27.60"	1.85	1.58	23.39	26/06/2022	0218-01-004
217	Mohd Subari Bin Kadman	Batu Pahat	1° 45' 31.41"	103° 11' 19.39"	1.55	1.55	17.54	26/06/2022	0219-01-004
218	Mohammad Jumari Bin Montohar *	Batu Pahat	1° 47' 36.54"	103° 10' 54.26"	1.35	1.35	17.03	26/06/2022	0220-01-004
219	Masran bin Saring	Pontian	1° 40' 26.96"	103° 19' 6.64"	2.21	2.21	22.82	26/06/2022	0309-01-005
220	Hamidon Bin Abd Rahman *	Pontian	1° 42' 18.48"	103° 22' 36.01"	2.42	2.32	50.09	26/06/2022	0222-01-005
221	Sukaimin Bin Abdullah	Pontian	1° 39' 3.60"	103° 16' 51.92"	0.74	0.74	12.76	26/06/2022	0223-01-005
222	Sujak Bin Hussain (Azuan Riza Bin Sujak)	Pontian	1° 41' 26.47"	103° 20' 54.67"	1.99	1.99	24.48	26/06/2022	0224-01-005
223	Zaidi Bin Sahuri (Abu Bakar Bin Sahuri) *	Pontian	1° 40' 20.33"	103° 21' 43.74"	1.48	1.28	22.09	26/06/2022	0225-01-005
224	Suraya Binti Abdullah	Pontian	1° 40' 43.18"	103° 18' 27.25"	1.46	1.46	34.91	26/06/2022	0226-01-005
225	Mohammad Gadafi Bin Ahmad (Suraya Binti Abdullah)	Pontian	1° 40' 44.39"	103° 18' 28.40"	0.49	0.49	11.64	26/06/2022	0227-01-005

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

226	Wagiran Bin Sipon (Mohamad Solehan Bin Wagiran)	Pontian	1° 38' 53.22"	103° 21' 49.72"	0.80	0.80	7.54	26/06/2022	0228-01-005
227	Mohamad Solehan Bin Wagiran	Pontian	1° 39' 1.71"	103° 21' 42.01"	0.53	0.53	4.97	26/06/2022	0229-01-005
228	Ramli bin Buang (Ismail Bin Buang) *	Pontian	1° 41' 19.43"	103° 21' 13.21"	1.56	1.56	21.99	26/06/2022	0230-01-005
229	Noor Athirah binti Mohd Jaid (Rashidah Binti Bosri) *	Pontian	1° 38' 48.29"	103° 17' 26.05"	1.92	1.56	33.84	26/06/2022	0231-01-005
230	Rosnah Binti Sabir	Pontian	1° 39' 45.19"	103° 19' 58.73"	1.35	1.01	14.25	26/06/2022	0232-01-005
231	Subani Bin Sagi	Pontian	1° 38' 57.49"	103° 19' 52.61"	1.22	1.22	23.86	26/06/2022	0233-01-005
232	Zaimi Bin Supangat	Pontian	1° 40' 52.88"	103° 20' 47.83"	0.93	0.93	4.12	26/06/2022	0234-01-005
233	Mohd Surani Bin Sagi	Pontian	1° 41' 30.92"	103° 20' 58.34"	2.01	2.01	22.13	26/06/2022	0235-01-005
234	Osman Bin Ismail *	Pontian	1° 45' 8.27"	103° 16' 27.30"	2.48	2.29	8.49	26/06/2022	0236-01-005
235	Rosman Bin Salleh (Suraja Bin Salleh) *	Pontian	1° 37' 53.39"	103° 21' 51.23"	1.48	1.48	24.26	26/06/2022	0237-01-006
236	Tijah Binti Dini (Hairol Azhar Bin Turimin)	Pontian	1° 41' 9.44"	103° 24' 19.87"	2.43	2.33	33.48	26/06/2022	0238-01-006
237	Saliam Binti Jasuki (Amat Bin Ngalimon)	Pontian	1. 1° 38' 1.15"	103° 21' 43.99"	0.55	0.55	8.74	26/06/2022	0239-01-006
238	Haron Bin Dak Yem	Pontian	1° 39' 52.70"	103° 20' 3.62"	1.55	1.55	4.48	26/06/2022	0240-01-006
239	Mortinah Binti Mos (Sapuan Bin Salleh)	Pontian	1° 38' 10.67"	103° 22' 6.17"	1.11	1.11	12.90	26/06/2022	0241-01-006
240	Mainah Binti Mos (Suraja Bin Salleh)	Pontian	1° 37' 32.15"	103° 21' 36.61"	0.81	0.81	6.91	26/06/2022	0242-01-006
241	Mohd Radi Bin Mohd Noor	Pontian	1° 37' 29.92"	103° 20' 20.58"	1.74	1.29	30.35	26/06/2022	0243-01-006

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

242	Md Tajab Bin Mohd Noor *	Pontian	1° 37' 29.60"	103° 20' 19.21"	1.74	1.40	31.49	26/06/2022	0244-01-006
243	Mohd Mansor Bin Suratman	Pontian	1° 41' 58.85"	103° 21' 36.14"	0.83	0.83	23.97	26/06/2022	0245-01-006
244	Mohd Tumin Bin Alip	Pontian	1° 39' 17.96"	103° 21' 25.52"	2.02	2.02	40.50	26/06/2022	0246-01-006
245	Mohd Isman Bin Amid (Amid Bin Daliman)	Pontian	1° 32' 13.30"	103° 25' 17.62"	2.10	2.10	35.38	26/06/2022	0247-01-007
246	Ismairah Binti Amid (Amid Bin Daliman)	Pontian	1° 31' 47.83"	103° 25' 45.44"	2.10	1.72	29.04	26/06/2022	0248-01-007
247	Mohamad Isa Bin Amid (Amid Bin Daliman)	Pontian	1° 31' 56.34"	103° 25' 50.09"	1.00	0.81	13.66	26/06/2022	0249-01-007
248	Amid Bin Daliman *	Pontian	1° 33' 50.50"	103° 29' 56.51"	1.18	0.71	9.50	26/06/2022	0250-01-007
249	Nordin Bin Salihin	Pontian	1° 31' 4.72"	103° 26' 23.64"	1.69	1.38	17.25	26/06/2022	0251-01-007
250	Hanizam Bin Hamzah *	Pontian	1° 30' 44.01"	103° 26' 24.90"	0.69	0.57	17.64	26/06/2022	0252-01-007
251	Mohd. Khan bin Hamzah (Hanizam Bin Hamzah) *	Pontian	1° 30' 45.28"	103° 26' 22.85"	0.69	0.59	17.39	26/06/2022	0253-01-007
252	Yusak Bin Marjuni	Pontian	1° 31' 29.09"	103° 24' 43.88"	1.35	1.25	5.22	26/06/2022	0254-01-007
253	Zakaria Bin Marjunit (Yusak Bin Marjunit)	Pontian	1° 31' 33.69"	103° 24' 47.48"	1.35	1.35	5.64	26/06/2022	0255-01-007
254	Rosmiwati Binti Md Said	Pontian	1° 32' 7.77"	103° 26' 41.39"	1.27	1.12	7.81	26/06/2022	0256-01-007
255	Ambok Liman bin Hadadek (Mohamad Bin Adenan) *	Pontian	1° 39' 6.14"	103° 13' 58.08"	16.16	4.85	96.03	26/06/2022	0257-01-008
		Pontian	1° 39' 6.56"	103° 13' 54.41"		4.45	72.16	26/06/2022	0257-02-008
256	Becek binti Abd Manah	Pontian	1° 39' 6.71"	103° 13' 55.09"	0.27	0.27	9.85	26/06/2022	0258-01-008

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

257	Mana Bin Hj Dg Poindok (Bechek Binti Abd Manah)	Pontian	1° 37' 21.24"	103° 13' 9.48"	0.69	0.69	10.91	26/06/2022	0259-01-008
258	Bechik Binti Newi (Bachok Bin Bokdalik)	Pontian	1° 37' 17.45"	103° 12' 47.74"	0.92	0.59	14.08	26/06/2022	0260-01-008
259	Azizah Binti Ahmad (Idros Bin Kadarak) *	Pontian	1° 37' 23.25"	103° 15' 56.63"	0.78	0.78	12.99	26/06/2022	0261-01-008
260	Muhamad Bin Andimori	Pontian	1° 35' 28.01"	103° 17' 21.59"	0.81	0.81	11.50	26/06/2022	0262-01-008
261	Andek A.Kadir Bin Andek Perengding (Muhamad Bin Andimori)	Pontian	1° 35' 30.70"	103° 17' 22.45"	0.83	0.83	11.85	26/06/2022	0271-01-008
262	Andimori Bin AndiPrening (Muhamad Bin Andimori)	Pontian	1° 35' 29.40"	103° 17' 22.02"	0.83	0.83	11.77	26/06/2022	0272-01-008
263	Zaharah Binti Ambok Masek (Muhamad Bin Andimori)	Pontian	1° 36' 12.12"	103° 18' 10.48"	1.24	1.24	29.77	26/06/2022	0263-01-008
		Pontian	1° 40' 0.37"	103° 7' 58.08"	2.87	2.87	41.49	26/06/2022	0263-02-008
264	Ismail Bin Ahmad	Pontian	1° 38' 27.60"	103° 13' 24.38"	1.94	1.50	37.57	26/06/2022	0264-01-008
265	Muhamad bin Ambok Achok	Pontian	1° 37' 4.93"	103° 16' 4.62"	1.01	1.01	18.82	26/06/2022	0265-01-008
266	Uzaini Bin Abd Reshat (Abd Reshat Bin Buhairah)	Pontian	1° 37' 43.39"	103° 13' 7.86"	1.36	1.36	26.32	26/06/2022	0266-01-008
267	Andi Takdir Alamshah Bin Hj Md Noor *	Pontian	1° 39' 17.24"	103° 14' 43.19"	2.85	2.85	53.46	26/06/2022	0267-01-008
268	Hjh Hadik Binti Daing Pelagu (Rosli bin Abd Rahman)	Pontian	1° 38' 9.11"	103° 11' 28.61"	3.41	3.42	24.23	26/06/2022	0268-01-008
269	Mariam binti Ahmad (Alias)	Pontian	1° 37' 32.52"	103° 16' 1.60"	0.78	0.68	12.85	26/06/2022	0269-01-008
270	Netty Binti Hj Jamal (Jamal)	Pontian	1° 34' 48.81"	103° 18' 41.08"	1.30	1.20	16.56	26/06/2022	0270-01-008

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

271	Juma'ah Mukri Binti	Batu Pahat	1° 45' 32.68"	103° 3' 33.70"	0.75	0.56	18.04	26/06/2022	0273-01-009
		Batu Pahat	1° 45' 22.66"	103° 3' 19.62"	0.66	0.66	16.39	26/06/2022	0273-02-009
272	Farhah Binti Shariff (Noor) (Shariff (Noor) Bin Hj Omar)	Batu Pahat	1° 45' 18.31"	103° 3' 35.39"	0.41	0.41	8.04	26/06/2022	0274-01-010
273	Falkhana Binti Shariff @ Noor (Shariff (Noor) Bin Hj Omar)	Batu Pahat	1° 45' 17.59"	103° 3' 27.76"	0.29	0.29	5.61	26/06/2022	0275-01-010
274	Ramlah Binti Ismail (Shariff Bin Hj Omar)	Batu Pahat	1° 45' 25.31"	103° 3' 41.65"	0.23	0.23	4.75	26/06/2022	0276-01-010
		Batu Pahat	1° 45' 25.54"	103° 3' 42.41"	0.82	0.82	16.68	26/06/2022	0276-02-010
275	Nazurah Binti Hassan	Batu Pahat	1° 45' 10.22"	103° 3' 39.67"	0.75	0.64	14.20	26/06/2022	0277-01-010
276	Siti Mardiah Binti Tambi (Noor Azima Binti Abu Bakar)	Batu Pahat	1° 45' 27.99"	103° 3' 34.60"	0.49	0.38	7.74	26/06/2022	0278-01-010
277	Siti Hawa Binti Tambi (Umi Kalthom Binti Tambi)	Batu Pahat	1° 45' 28.28"	103° 3' 37.80"	0.49	0.49	9.96	26/06/2022	0279-01-010
278	Umi Kalthom Binti Tambi	Batu Pahat	1° 45' 26.34"	103° 3' 34.99"	0.47	0.37	8.20	26/06/2022	0280-01-010
279	Jauyah Bt Tambi (Umi Kalthom Binti Tambi)	Batu Pahat	1° 45' 25.63"	103° 3' 35.06"	0.47	0.47	10.40	26/06/2022	0281-01-010
280	Siti Supa'ati Binti Hj Zakaria *	Batu Pahat	1° 45' 29.12"	103° 5' 14.50"	0.96	0.97	23.54	26/06/2022	0282-01-010
281	Salim Bin Jauher	Batu Pahat	1° 45' 39.41"	103° 3' 38.41"	0.30	0.29	1.78	26/06/2022	0283-01-010
		Batu Pahat	1° 45' 38.40"	103° 3' 39.24"	0.30	0.30	1.84	26/06/2022	0283-02-010
		Batu Pahat	1° 45' 38.00"	103° 3' 38.41"	0.30	0.17	1.03	26/06/2022	0283-03-010

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

282	Noorsiah Binti Noori	Batu Pahat	1. 1° 48' 12.16"	103° 4' 10.56"	0.53	0.53	0.00	26/06/2022	0284-01-010
283	Rosnah Binti Noori	Batu Pahat	1° 48' 12.05"	103° 4' 32.20"	1.81	1.81	0.00	26/06/2022	0285-01-010
284	Samadi @ Mandor Bin Abd Rahman	Batu Pahat	1° 45' 29.97"	103° 3' 34.56"	0.41	0.23	2.21	26/06/2022	0286-01-010
285	Hassan Bin Samadi	Batu Pahat	1° 45' 38.63"	103° 3' 40.21"	1.20	1.20	13.80	26/06/2022	0287-01-010
286	Hafidah Bt Samadi	Batu Pahat	1° 45' 39.28"	103° 3' 43.38"	0.39	0.39	4.09	26/06/2022	0288-01-010
287	Latifah Bt Samadi	Batu Pahat	1° 45' 45.39"	103° 3' 42.26"	0.74	0.74	6.68	26/06/2022	0289-01-010
288	Hafizah Binti Samadi	Batu Pahat	1° 45' 42.29"	103° 3' 42.70"	0.40	0.41	2.38	26/06/2022	0290-01-010
289	Hafizan Bin Samadi	Batu Pahat	1° 45' 46.60"	103° 3' 41.98"	1.22	1.22	7.17	26/06/2022	0291-01-010
290	Zulkifli Bin Hj Amran	Batu Pahat	1° 45' 56.30"	103° 3' 36.18"	0.86	0.86	4.28	26/06/2022	0292-01-010
291	Hussin Bin Bakri	Batu Pahat	1° 47' 7.62"	103° 5' 18.20"	0.40	0.40	9.11	26/06/2022	0293-01-010
292	Abd Rashid Bakri (Hussin Bin Bakri)	Batu Pahat	1° 47' 7.36"	103° 5' 18.42"	0.40	0.40	9.11	26/06/2022	0294-01-010
293	Rosmah binti Bakri (Hussin Bin Bakri)	Batu Pahat	1° 47' 7.36"	103° 5' 19.03"	0.32	0.32	7.29	26/06/2022	0295-01-010
294	Siti Khalilah Bakri (Hussin Bin Bakri)	Batu Pahat	1° 47' 7.35"	103° 5' 19.54"	0.32	0.32	7.29	26/06/2022	0296-01-010
295	Siti Rafidah Bakri (Hussin Bin Bakri)	Batu Pahat	1° 47' 7.29"	103° 5' 20.00"	0.32	0.32	7.29	26/06/2022	0297-01-010
296	Syukri Adli Bakri (Hussin Bin Bakri)	Batu Pahat	1° 47' 7.29"	103° 5' 20.51"	0.40	0.41	9.16	26/06/2022	0298-01-010
297	Mahbob Bin Hussin	Batu Pahat	1° 45' 32.46"	103° 3' 34.45"	0.76	0.64	10.58	26/06/2022	0299-01-012

**RSPO P&C Public Summary Report**  
**Revision 13 (Apr 2022)**

298	Nor Riady Bt Sadimin	Batu Pahat	1° 45' 23.83"	103° 4' 4.22"	0.34	0.34	4.60	26/06/2022	0300-01-012
299	Ab Aziz Bin Sadimin	Batu Pahat	1° 45' 26.69"	103° 4' 3.61"	0.14	0.14	1.89	26/06/2022	0301-01-012
300	Suliman Bt Sadimin	Batu Pahat	1° 45' 22.75"	103° 4' 4.55"	0.14	0.14	1.89	26/06/2022	0302-01-012
301	Norela Binti Sadimin	Batu Pahat	1° 45' 27.81"	103° 4' 3.32"	0.74	0.41	4.42	26/06/2022	0303-01-012
302	Juriah Binti Mohd Desah	Batu Pahat	1° 45' 6.89"	103° 5' 5.60"	0.58	0.43	6.78	26/06/2022	0304-01-012
303	Fatimah Binti Md Desah	Batu Pahat	1° 45' 6.67"	103° 5' 3.73"	0.58	0.58	9.15	26/06/2022	0305-01-012
304	Siti Halijah Binti Awang *	Batu Pahat	1° 46' 4.49"	103° 3' 26.17"	0.37	0.37	9.99	26/06/2022	0306-01-012
305	Hamzah Bin Kajat	Batu Pahat	1° 45' 20.16"	103° 4' 2.75"	0.40	0.40	9.86	26/06/2022	0307-01-012
306	Zainulariffin Bin Kusnin	Batu Pahat	1° 45' 9.49"	103° 3' 32.08"	0.61	0.44	8.26	26/06/2022	0308-01-012
		Batu Pahat	1° 45' 23.58"	103° 3' 13.50"	0.50	0.50	5.64	26/06/2022	0308-02-012
<b>TOTAL</b>					<b>398.92</b>	<b>363.89</b>	<b>5,366.43</b>		

Notes:

- Smallholders name \* - Sampled smallholders
-  - Existing smallholders additional plots

**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