

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment
- Annual Surveillance Assessment (2\_4)
- Recertification Assessment (RA 3)
- Extension of Scope

<b>Client Company name (Parent Company):</b> <b>United Plantations Berhad</b>
Client company Address: Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia
Certification Unit: <b>United Plantations Berhad</b> <b>Jendarata Palm Oil Mill</b>
Location of Certification Unit: Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia
Date of Final Report: 29/09/2022

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## Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	United Plantations Berhad		
<b>RSPO Membership Number</b>	1-0004-04-000-00	<b>Membership Approval Date</b>	19/07/2004
<b>Address</b>	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	Jendarata Palm Oil Mill		
<b>Location / Address</b>	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia		
<b>Website</b>	www.unitedplantations.com		
<b>Management Representative</b>	Lee Kian Wei	<b>E-mail</b>	lkw@unitedplantations.com
<b>Telephone</b>	017-6093288	<b>Facsimile</b>	05-6417100

2. Certification Information			
<b>Certificate Number</b>	RSPO 693200	<b>Certificate Start Date</b>	29/09/2022
<b>Date of First Certification</b>	21/08/2008	<b>Certificate Expiry Date</b>	28/09/2027
<b>Scope of Certification</b>	Production of Palm Oil and Palm Kernel		
<b>Visit Objectives</b>	The objective of the assessment is to conduct a recertification audit with additional 50% sampling size to ensure the elements of the scope of registration and the requirements of the management standard are effectively addressed by Jendarata Palm Oil Mill and Supply Base’s management system and the ability of the management system to ensure the organisation meets applicable statutory, regulatory and contractual requirements and as applicable, to identify areas for potential improvement of the management system.		
<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 2_4) <input checked="" type="checkbox"/> Recertification Assessment (RA 3) <input 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 P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
<b>Supply Chain Module</b>	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	50mt/hr
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input type="checkbox"/> Not Applicable		

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693204	MSPO MS:2530-Part 3	BSI Services (M) Sdn Bhd	06/09/2023
MSPO 693201	MSPO MS:2530-Part 4		06/09/2023
MSPO 709996	MSPO Supply Chain Certification Standard 2018		13/08/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Jendarata Palm Oil Mill	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia	3°51'14.13" N	100°58'06.01" E
Jendarata Estate	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia	3°54'00.14" N	100°58'39.16" E
Seri Pelangi Estate	Batu 11 ¾, Jalan Bidor, 36008 Teluk Intan, Perak, Malaysia	3°59'37.00" N	101°09'34.99" E
Tanarata Estate	Batu 7, Jalan Changkat Jong, 36008 Teluk Intan, Perak	3°58'11.58" N	101°5'48.71" 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
Jendarata Estate	5201.41	3.15	1131.08	6335.64	82.10
Seri Pelangi Estate	1329.99	0	93.00	1422.99	93.46
Tanarata Estate	3375.32	0.56	265.94	3641.82	92.68
<b>Total</b>	<b>9,906.72</b>	<b>3.71</b>	<b>1,490.02</b>	<b>11,400.45</b>	<b>-</b>

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Jendarata Estate	551.47	3982.98	666.96	0	4991.76	209.65
Seri Pelangi Estate	120.00	480.99	510.00	219.00	1209.99	120.00

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Tanarata Estate	3200.79	174.53	0	0	682.2	2693.12
<b>Total (ha)</b>	<b>3,872.26</b>	<b>4,638.50</b>	<b>1,176.96</b>	<b>219.00</b>	<b>6,883.95</b>	<b>3,022.77</b>

<b>7. Summary of Certified Tonnage of FFB (Own Certified Scope)</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Sept 21 – Aug 22)</b>	<b>Actual (Sep'20 – May'22)</b>		<b>Forecast (Sept 22 – Aug 23)</b>
		<i>Previous license period (Sep' 20-Aug'21)</i>	<i>Current license period (Sept'21 – May 22)</i>	
Jendarata Estate	61,994	117,408.51	83,644.38	130,000.00
Seri Pelangi Estate	35,000.00	25,400.17	20,825.41	38,000.00
Tanarata Estate	-	-	950.93	25,000.00
<b>Total</b>	<b>96,994</b>	<b>248,229.40</b>		<b>193,000</b>

Note : Actual production is higher than estimated due to previous license that was suspended due to extension of scope with their volume (FFB, CPO, PK).

<b>8. Summary of Certified Tonnage of FFB (from other certified unit(s))</b>				
<b>Estate / Smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Sept 21 – Aug 22)</b>	<b>Actual (Sep'20 – May'22)</b>		<b>Forecast (Sept 22 – Aug 23)</b>
		<i>Previous license period (Sep' 20-Aug'21)</i>	<i>Current license period (Sept'21 – May 22)</i>	
Lima Blas Estate (RSPO certified under Ulu Bernam Optimill)*		1,755.09	834.04	
<b>Total</b>		<b>2589.13</b>		

<b>9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)</b>				
<b>Out growers / smallholders</b>	<b>Tonnage (MT) / year</b>			
	<b>Estimated last year (Sept 21 – Aug 22)</b>	<b>Actual (Sep'20 – May'22)</b>		<b>Forecast (Sept 22 – Aug 23)</b>
		<i>Previous license period (Sep' 20-Aug'21)</i>	<i>Current license period (Sept'21 – May 22)</i>	
NIL				
<b>Total</b>				

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<b>9A. Monthly Records of Certified and Uncertified FFB Received since the last audit</b>				
<b>No.</b>	<b>Month - Year</b>	<b>Volume of FFB from certified supply base (mt)</b>	<b>Volume of FFB from uncertified supply base (mt)</b>	<b>Total FFB/Month (mt)</b>
1	Sept 2020	11,278.480	-	11,278.480
2	Oct 2020	11,017.910	-	11,017.910
3	Nov 2020	9,757.950	-	9,757.950
4	Dec 2020	10,386.970	-	10,386.970
5	Jan 2021	9,220.280	-	9,220.280
6	Feb 2021	11,586.250	-	11,586.250
7	March 2021	14,930.700	-	14,930.700
8	April 2021	13,600.650	-	13,600.650
9	May 2021	13,160.110	-	13,160.110
10	June 2021	11,753.530	-	11,753.530
11	July 2021	12,783.480	-	12,783.480
12	August 2021	15,087.460	-	15,087.460
13	September 2021	12,262.160	-	12,262.160
14	October 2021	12,222.930	-	12,222.930
15	November 2021	10,751.210	-	10,751.210
16	December 2021	10,266.630	-	10,266.630
17	January 2022	10,498.150	-	10,498.150
18	February 2022	11,276.580	-	11,276.580
19	March 2022	11,906.990	-	11,906.990
20	April 2022	13,395.680	-	13,395.680
21	May 2022	13,674.430	-	13,674.430
<b>TOTAL</b>		<b>250,818.53</b>	<b>-</b>	<b>250,818.53</b>

<b>10. Summary of Certified Tonnage (MT) (not applicable for ISS)</b>			
<b>Estimated last year (Sept 21 – Aug 22)</b>	<b>Actual (Sep'20 – May'22)</b>		<b>Forecast (Sept 22 – Aug 23)</b>
	<i>Previous license period (Sep' 20-Aug'21)</i>	<i>Current license period (Sept'21 – May 22)</i>	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
270,000 mt	144,563.77 mt	106,254.76 mt	193,000 mt
	<b>TOTAL</b>	250,818.53 mt	
<b>CPO (OER: 23.50%)</b>	<b>CPO (OER: 22.44%)</b>		<b>CPO (OER: 23.50%)</b>

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64,500 mt	31,907.39 mt	24,381.02 mt	45,355 mt
	<b>TOTAL</b>	56,288.41 mt	
<b>PK (KER: 5.50%)</b>	<b>PK (KER: 4.62%)</b>		<b>PK (KER: 5.50%)</b>
13,500 mt	6,714.62 mt	4,862.41 mt	10,615 mt
	<b>TOTAL</b>	11,577.03 mt	

**Note:** Extension of estimated volume for CSPO, CSPK and FFB has been requested and details as per below:

FFB	CPO	PK
10/11/20 48,000mt	10/11/20 11,520mt	10/11/20 2,400mt
09/08/21 48,000mt	09/08/21 11,520mt	09/08/21 2,400mt
30/12/21 48,000mt	30/12/21 11,520mt	30/12/21 2,400mt
18/03/22 48,000mt	18/03/22 11,520mt	18/03/22 2,400mt
14/06/22 48,000mt	14/06/22 11,520mt	14/06/22 2,400mt
07/08/22 30,000mt	07/08/22 6,900mt	07/08/22 1,500mt
Total ; 270,000mt	Total: 64,500mt	Total: 13,500mt

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Sept 20	2,582.120	533.870
2	Oct 20	2,462.990	529.370
3	Nov 20	2,040.850	459.880
4	Dec 20	2,119.010	450.900
5	Jan 21	1,800.710	401.320
6	Feb 21	2,474.460	522.910
7	Mar 2021	3,206.030	682.580
8	April 2021	2,993.860	655.890
9	May 2021	2,971.070	620.580
10	June 2021	2,664.180	553.600
11	July 2021	3,007.010	587.460
12	August 2021	3,585.100	716.260
13	September 2021	2,922.450	593.380
14	October 2021	2,901.580	552.490
15	November 2021	2,550.500	482.000
16	December 2021	2,145.910	406.730
17	January 2022	2,313.530	475.260
18	February 2022	2,477.470	507.550
19	March 2022	2,704.070	585.590

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20	April 2022	3,116.840	635.670
21	May 2022	3,248.670	623.740
<b>TOTAL</b>		<b>56,288.41</b>	<b>11,577.03</b>

<b>11. Summary of Actual Volume sold</b>					
<b>Current License period (Sept'21 – May 22)</b>					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	24,343.96	-	-	-	<b>24,343.96</b>
<b>PK (MT)</b>	4,263.73	-	-	-	<b>4,263.73</b>
<b>Credits</b>					
<b>Previous License period (Sep' 20-Aug'21)</b>					
<b>CPO (MT)</b>	31,857.39	-	-	-	<b>31,857.39</b>
<b>PK (MT)</b>	6,762.37	-	-	-	<b>6,762.37</b>
<b>Credits</b>					
<b>Note:</b> 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	A		56,201.35	-
2	B		-	11,026.10
<b>TOTAL</b>			56,201.35	11,026.10

<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)
	NIL			
<b>TOTAL</b>				

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

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (Sept 21 – Aug 22)			Actual Sep'20-May'22			Forecast (Sept 22 – Aug 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									
IS-CSPO	NIL								
IS-CSPKO									
IS-CSPKE									
CSPK									

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

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13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
<b>Current License period (key in period)</b>							
Credits							
Physical							
<b>Previous License period (key in period)</b>							
Credits							
Physical							

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

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### 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: Dr 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 **13-17/06/2022**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **26/04/2022** (<https://www.bsigroup.com/globalassets/localfiles/en-my/rspo/Public%20Notification/2022/05-2-rspo-public-notification-recertification-jendarata-palm-oil-mill--supply-base-english.pdf>).

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

The Critical NC close out on-site assessment was conducted on **07/07/2022**. 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. Malaysia National Interpretation 2019 of the RSPO P&C 2018 was used as the normative reference to assess compliance. The comments made by external stakeholders were also taken into account in the assessment.

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

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

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

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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.

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 (RC3)</b>	<b>Year 2 (ASA3_1)</b>	<b>Year 3 (ASA3_2)</b>	<b>Year 4 (ASA3_3)</b>	<b>Year 5 (ASA3_4)</b>
Jendarata POM	√	√	√	√	√
Jendarata Estate	√	√	√	√	√
Tanarata Estate	√	√	√	√	√
Seri Pelangi Estate	√	√	√	√	√

**Tentative Date of Next Visit:** June 13, 2023 - June 17, 2023

**Total Number of Mandays:** 18 Man days

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Mohd Razaleigh Mohamad (MRM)	Team Leader	<p><b>Education:</b> Graduated Bachelor Degree (Scs.) Plantation Management and Agrotechnology from Universiti Teknologi Mara (UiTM) in 2012.</p> <p><b>Work Experience:</b> He gained his working exposure in the plantation sector, serving as Senior Assistant Manager with Tradewinds Plantation Berhad from 2012 until 2017 and has been doing audit for RSPO P&amp;C, MSPO, Global G.A.P and Organic since 2017 until now.</p> <p><b>Training attended:</b> Successfully completed ISO 9001-2015 (2020), ISO14001- 2015 (2017), ISO45001-2018 (2021), Endorsed RSPO P&amp;C Lead Auditor Course (2018), Endorsed MSPO P&amp;C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS), (2022).</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p>

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<p>Yusof Khairan Nizar (YKN)</p>	<p>Team Member</p>	<p><b>Education:</b></p> <p>Diploma in Public Administration-ITM (1991), Certificate of Safety and Health Officer-MII (2003).</p> <p>Bachelor of Corporate Administration (Hons)-UiTM (2003), Master of Science (Occupational Safety and Health) Management-UUM (2011).</p> <p><b>Work Experience:</b></p> <p>17 years experiences working Japanese MNC in Manufacturing Silicone, Rubber and plastic products and components. Registered SHO with DOSH Malaysia. 16 years experiences working as Consultants, Trainers and Auditors with local, international CBs. 4 years experiences as HSE Advisors with Telco Company. Contract Trainer of OSH &amp; Environment, HSE Legal &amp; Other Requirements, Lead Auditors course for STS &amp; NIOSH Cert. Approved (HRDF) Trainer. Assessor for Prime Minister’s Hibiscus Award.</p> <p><b>Training Attended:</b></p> <p>Successfully attended course ISO 9001 IRCA/IATC A Lead Auditor Training-IMTL (Kuala Lumpur), ISO 14001 IEMA Approved EMS Advanced Lead Auditor Training Course-Aspects Moody Certification Ltd (UK). OH&amp;SMS IRCA Certified Lead Auditor Training Course-Moody International (KL). MS 1722 Lead Auditor Training NIOSH Cert. (KL), MSPO Auditing – SGS (Malaysia). RSPO P&amp;C 2018 Refresher Lead Auditor Course – Checkmark Training. Also attended the Quality &amp; Environmental MS Auditing Skills Based on Risk Management, Conformity Assessment – For Bodied Providing Audit and Certification (ISO/IEC 17021:2015) collaboration with Institute of Quality Malaysia, ISO/IEC 17021. MSPO Peer Reviewer Training (MPOCC). HCV-HCS Integrated Concept &amp; Brief Method and Social Knowledge for Assessing High Carbon Stock (Aiknow) and PT Remark Asia, SMETA Audit Training-BSI, Registered Environmental Audit Training (IEMAS). MTCS ST 1002:2021 Malaysian Criteria and Indicators for Sustainability Forest Management (MC&amp;I SFM). Capacity Development for MSPO MS2530:2022 (Part 1-4) &amp; Scheme Documents Workshop-MPOCC</p> <p><b>Area Covered in Audit:</b></p> <p>Management and commitment, Legal requirements, OSH, best practices and biodiversity environment.</p> <p><b>Language Proficiency:</b></p> <p>Bahasa Malaysia and English.</p>
<p>Muhammad Fadzli Masran (MFM)</p>	<p>Team Member</p>	<p><b>Education:</b></p> <p>Fadzli graduated in Bachelor of Forestry Science at University Putra Malaysia.</p> <p><b>Work Experience:</b></p> <p>He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers’ welfare, workers’ occupational, health &amp; safety, environment conservation and protection at buffer areas and continuous improvement management plans.</p>

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		<p><b>Training attended:</b>  Fadzli has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018, endorsed RSPO Lead Auditor Course in July 2018, HCV &amp; HCS Training (2019) and endorsed MSPO Lead Auditor Course in October 2018.</p> <p><b>Aspect covered in this audit:</b>  Economic management plan, mill best practices, estate best practices, natural and biodiversity conservation, Waste management, GHG and HCV</p> <p><b>Language proficiency:</b>  Bahasa Malaysia and English</p>
<p>Mohamed Hidhir bin Zainal Abidin (MHZA)</p>	<p>Team Member</p>	<p><b>Education:</b>  Bachelor Degree in Chemical Engineering, graduated from National University of Malaysia on 2006.</p> <p><b>Work Experience:</b>  10 years working and auditing experience in palm oil industry specifically on palm oil milling for 5 years.</p> <p><b>Training attended:</b>  ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO P&amp;C and SCCS. Completed the ISO 9001 Lead Auditor Course, ISO 14001 Lead Auditor Course and OHSAS 18001 Lead Auditor Course in 2012, Endorsed RSPO P&amp;C Lead Auditor Course in 2013, MSPO Awareness Training in 2014 and Endorsed RSPO SCCS Lead Auditor Course in 2015. Attended internal HCV training in year 2019 .</p> <p><b>Aspect covered in this audit:</b>  Occupational safety and health, mill and estates best practices, legal compliance and supply chain.</p> <p><b>Language proficiency:</b>  English and Bahasa</p>
<p>Dr Suhaili Sahari</p>	<p>Peer reviewer</p>	<p><b>Education:</b> Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p><b>Work Experience:</b> Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission,</p>

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		<p>critical success factors and action plan into actions and support the corporate strategic plan.</p> <p><b>Training attended:</b></p> <ol style="list-style-type: none"> <li>1. ISO 9001:2015 Lead Auditor and Internal Auditor</li> <li>2. TS16949</li> <li>3. Safety</li> <li>4. ISO 14001:2015 Standard</li> <li>5. RSPO Standards: RSPO P&amp;C 2018 MY-NI 2019</li> <li>6. MSPO Standards : MS 2530 : 2013 part 1, 2 , 3 and 4</li> <li>7. Problem Solving Technique : 8 D, ICC, QCC, Systematic PS</li> <li>8. HACCP MS 1480:2019</li> <li>9. GAP Standard : Global GAP, Euru GAP</li> </ol>
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**Accompanying Persons:**

Name	Role
NIL	

**1.3 Assessment Plan**

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

Date	Time	Subjects	(MRM)	(MFM)	(MHMZ)	(YKN)
Sunday 12/06/2022	PM	Audit Team Travelling to Teluk Intan Perak	√	√	√	√
Monday 13/06/2022 Jendarata Estate	09.00 – 09.30	<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</li> </ul>	√	√	√	√
	09.30 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√	√
	12.30 – 13.30	Lunch				

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	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√	√	√
Tuesday 14/06/2022 Tanarata Estate	09.00 – 12.30	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√	√
	12.30 – 13.30	Lunch				
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√	√	√
Wednesday 15/06/2022 Seri Pelangi Estate	09.00 – 11.00	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√	√
	10.30-12.30	Meeting with stakeholders (Government, village rep, smallholders, workers representative, contractor etc.)	√			
	12.30 – 13.30	Lunch				

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	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√	√
	16.30 - 17.00	Interim Closing briefing.	√	√	√	√
Thursday 16/06/2022 Jendarata POM	09.00 – 12.30	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders etc. Visit to laboratory, weighbridge and palm product storage area. RSPO Supply chain requirements for mill a) Identity Preserved Module b) Internal Audit c) Outsourcing activities d) Purchasing and Goods In e) Sales and Goods Out f) Outsourcing Activities g) Record keeping h) Extraction Rate i) Processing j) Registration of transaction k) Claims	√	√	√	√
	12.30 – 13.30	Lunch				
	13.30 – 16.30	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√	√
Friday 17/06/2022 Jendarata POM	16.30 - 17.00	Interim Closing briefing.	√	√	√	√
	08.30 – 12.30	Continue with unfinished elements from day 4	√	√	√	√

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12.30-13.30	Interim closing and lunch break	√	√	√	√
13.30-14.30	Lunch				
14.30-15.30	Audit team discussion	√	√	√	√
15.30-17.00	Closing meeting – conclusion and recommendation	√	√	√	√

Date	Time	Subjects	MRM
Thursday 07/07/2022	0900 – 0930	Opening Meeting at <b>Jendarata POM</b> - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan	√
	0930 – 1230	1. Verification on Critical NC: • 2213512-202206-M1 2. Site observation, workers interview 3. Document review – implemented evidence	√
	1230 – 1300	Closing Meeting	√

### Section 3: Assessment Findings

#### 3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	<p>PT. Surya Sawit Sejati is a subsidiary company of United Plantations Berhad.</p> <p>PT Surya Sawit Sejati have operate 1 palm oil mill that supplied by 2 core estate (Lada estate and Runtu estate) and 1 scheme smallholders estate (Plasma Kumai and Arut).</p> <p>In Malaysia, United Plantations Berhad has newly acquired a piece of uncertified land (3642ha) in Teluk Intan namely Tanarata Estate. The date of acquisition is 17th August 2019.</p>	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	<p>The RSPO Initial Assessment has been carried out on 11-15th December 2017 on initial HGU areas and have successfully obtained RSPO certificate in November 2018 and Scope Extension Audit conducted in November 2019 for 6717.62ha.</p> <p>In compliance with the RSPO P&amp;C Certification System, it is anticipated to conduct the RSPO Scope Extension Assessment for Tanarata Estate within three (3) years from the date of acquisition, which is latest by 16th August 2022. Tanarata Estate will be the supply base of Jendarata Palm Oil Mill (RSPO Identity Preserved model) upon obtaining the RSPO certification. RSPO Membership Department was notified to proceed with the necessary protocols to include Tanarata Estate as an operating unit under United Plantations Berhad. Please be informed that there will be no new land clearing in the newly acquired plantation.</p>	Complied
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.	No new acquisitions other than Tanarata Estate which was acquired in 2019 and underwent this extension of scope assessment and has been certified on 29/04/2022	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	No deviations from the maximum periods. The RSPO Initial Assessment has been carried out on 11-15th December 2017 on initial HGU areas and have successfully obtained RSPO certificate in November 2018 and Scope Extension Audit conducted in November 2019 for 6717.62ha.	Complied

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	In Malaysia, United Plantations Berhad has newly acquired a piece of uncertified land (3642ha) in Teluk Intan namely Tanarata Estate. The date of acquisition is 17th August 2019.	
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?	No changes to the time-bound plan since the last audit. This is consistent with the latest ACOP 2021 report submitted to RSPO.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised	No isolated lapses in the implementation of TBP.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a <b>Major</b> non-compliance shall be raised	No fundamental failure to proceed with the implementation of TBP. There is no comments from stakeholders. The company has a complaint and grievance mechanism regulated in stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP : SSS-COMDEV(HMS)-024).	Complied
<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.	The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4th October 2019.  In 2014, the company has also conducted HCV identification for smallholder scheme area and Kumai Arut Conservation Area for the area of 1,121.2 ha. However, the area of 49.572 ha is highly potential be opened as housing area of Benaning Bawah Villagers. The information is based on community aspiration to exclude the area from HCV area of Kumai Arut Estate Scheme Smallholder. The company with assigned consultant has approached and counselled local community through FPIC method. The company has consulted to RSPO Jakarta Office on 9 May 2016 in accordance with this situation for RSPO to accommodate community aspiration without disobey RSPO	Complied

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	<p>requirement on new area development. Based on RSPO RaCP Tracker Website link as following: <a href="https://www.rspo.org/certification/remediation-andcompensation/racp-tracker#growerTracker">https://www.rspo.org/certification/remediation-andcompensation/racp-tracker#growerTracker</a></p> <p>There is 1 management unit (MU) with potential liability with LUCA submitted. LUCA review completed with</p> <p>Concept Note (CN) required has been submitted and approved. Compensation Plan (CP) has been submitted and endorsed.</p>	
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4th October 2019.</p>	<p>Complied</p>
<p>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&amp;C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>The company has a complaint and grievance mechanism regulated in stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP : SSS-COMDEV(HMS)-024). The mechanism regulated the flow chart process. It is equipped with complaint form. As of the date of the report being produced, there is no latest complaint except for one submitted on 21/10/2012 that has been closed as per RSPO Complaints Website.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&amp;C criterion 4.2</p>	<p>Procedure for calculating and distributing fair compensation has been in place in the similar document of SOP land compensation No. HRD-015-R00 dated 1 January 2016. It explains that the company has a standard of compensation calculation but also giving the compensated person a bargaining/negotiation position. The record of compensation process and outcome of negotiated agreement is documented. Based on interview with the community the community has understand the procedure of land compensation and their involvement in the compensation process. The result of the compensation process is distributed to the</p>	<p>Complied</p>

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	<p>compensated party and can be accessed by stakeholder through information request.</p> <p>As of the date of the report being produced, there is no complaints related to labour disputes that requires action by Unite Plantations except for one submitted on 21/10/2012 that has been closed as per RSPO Complaints Website</p>	
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	Personnel in charge to manage the legal documentation system are Legal Department (Led by Ibu Dewi). A system used for tracking any changes in laws and regulations was set-up through procedure No: SOP-HRD-017-R00.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	<p>Yes. The company has conducted the annual internal audit by the Sustainability Team and the report has covering all the criterion to be complied with the corrective action taken. All PT. Surya Sawit Sejati has conducted annual RSPO internal audits periodically.</p> <p>Internal auditors have also conducted annual RSPO internal audits for Tanarata Estate on 10th July 2020.</p> <p>The positive assurance statement was made available in the internal audit report that the business units are in compliance with RSPO P&amp;C.</p>	Complied
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?	No Critical (Major) non-compliance raised against any of those RSPO P&C criterion.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholder Consultations are conducted regularly to include workers, suppliers, contractors, NGO's, Government Bodies Neighbouring estates and smallholders. Stakeholder comments are recorded in the Stakeholder Meeting Minutes. No negative comments were obtained from the stakeholders except for suggestions and recommendation taken into consideration by the company.	Complied

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

**Progress of scheme smallholders or outgrowers towards compliance with relevant standards**

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Requirement	Remarks	Compliance
<p>Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?</p> <p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>	<p>Not applicable as no scheme smallholder for Jendarata Certification Unit</p>	<p>Not Applicable</p>

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PT Surya Sawit Sejati (PT SSS) is a subsidiary Company under United Plantations Berhad and located in Pangkalan Bun, Kotawaringin Barat District, Central Kalimantan Province and was purchased by this company (United Plantations Berhad) early 2007. At the time of purchase PT SSS had approvals and possession of HGU no 42 (Land Title) for 2,508.472 ha issued by the National Land Authority/BPN Kotawaringin Barat on 9 August 2005 and the remaining of ± 13,000 ha had been further processed application of HGU – in 2007 up to the Cadastral (Land Office Boundary Confirmation) ref.113.540.42.2007. The Land Boundary Confirmation was based on Spatial Management Plan (RTRWP 2003) for Central Kalimantan Province, which mapped and designated this area as non-forest land (KKP -Kawasan Pengembangan Produksi and KPPL-Kawasan Pemukiman dan Penggunaan Lain).

In 2008, PT SSS received a letter from the National Land Authority (BPN-Badan Pertanahan Nasional) that the process for application of HGU of ± 13,000 ha was postponed as a result of the forest land release (Izin Pelepasan Kawasan Hutan) issued by the Ministry of Forestry (Reference Letter No.800.540.42 dated September 2008) due to the discrepancy between RTRWP 2003 and TGHK (Tata Guna Hutan Kesepakatan) 1982, which is prevalent in Kalimantan Tengah. As per TGHK 1982, PT SSS's land was partially in the forest zone area.

PT SSS accordingly submitted an application for land release (Izin Pelepasan) since 5 June 2009 based on PP no 10 year of 2010. Unfortunately the process in securing the required land release documents were held back due to ongoing uncertainties by the Local and Central Government on whether to follow RTRWP 2003 or TGHK 1982 and also the fact that there was No Bupati of Kalimantan Barat District until the end of 2011, hence bringing all decisions to a standstill.

With the appointment of the new Bupati towards end 2011, the process of PT SSS's land release was completed and submitted to the Forestry Ministry. However in April 2012, PT SSS received a letter from the Ministry of Forestry stating the application for forest release would be postponed until the "harmonization process" of the zoning map based on RTRWP 2003 with the new forestry map of 2011 (changing TGHK 1982 map) had been completed pending the amendment of the "Peraturan Pemerintah No.10, 2010" concerning converting the forest zone use and functions according to the Director of General Planology, Forestry Ministry No.S.431/V11-KLH/2012, dated 19th April 2012. On 6th July 2012, the President of The Republic of Indonesia issued the amendment of the Peraturan Pemerintah No.10 year 2010, namely Peraturan Pemerintah No.60 year 2012. From the flow chart of PP No 60 of 2012, any company affected by the "harmonization process has to go back to the drawing board and initiate the forest release application according to the new regulation.

In this respect, PT SSS has successfully obtained the Pelepasan Decree from the Investment Coordinating Board on behalf of the Environment and Forestry Minister for 5,122.73 ha on 20 March 2015. For this 5,122.73 ha, HGU application shall be able to proceed to BPN. However, the 4,717.03 ha of HP area are still in the process of Land Swap under the PP no 60 year 2012.

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Meanwhile, PT SSS's application for land release of 1,769.61 ha of land in the forest zone from its original HGU area of 2,508.47 was not supported by the Land Office, as the Land Office is of the opinion that once HGU is approved (as under KPP/KPPL in RTRWP 2003) there is no necessity to apply for land release, very much contrary to the Ministry of Forestry's stand. PT SSS had envisaged to certify this 2,508.47 ha of HGU area in its Lada Estate in Q4 of 2016 as per its time bound plan. However due to the difference in opinions between the Land Office and the Ministry of Forestry, which of late has surfaced, PT SSS has to postpone its time bound plan.

The President of The Republic of Indonesia issued Peraturan Pemerintah 104, 2015 dated 28 Dec 2015 and made available to the public in early 2016 a new protocol for the "harmonization process" replacing PP 60/2012. This will prolong the process of 4773.66ha\* ha of HP area Land Swap; as the re application has been submitted by 17 February 2016 to the Forestry Department. PT SSS is in the process now submitting all documents for its 1769.61ha (from its original HGU) to the Investment Coordinating Board/ Badan Koordinasi Penanaman Model/BKPM. (\*original GIS calculation=4,717.03ha, current SK 529/2012 = 4773.66ha)

PTSSS has appeared for Initial RSPO Assessment for the balance of 713.47ha on 11th to 14th December 2017 and successfully obtained the RSPO certificate in November 2018 with conditional approval due to pending approval of HCV Remediation and Compensation Plan (RaCP). The concept note was approved in February 2018 and the final RaCP Annex 8 was successfully approved by the RSPO HCV Compensation Panel and external evaluator appointed by RSPO Secretariat on 4th October 2019.

The long overdue HGU for 6004.15 ha was received on 12th March 2018. In view of no pending non-compliance (NC on pending RaCP successfully closed), RSPO Scope Extension Assessment now proceed for the HGU newly acquired area of 6004.15 along with RSPO Annual Surveillance Assessment 1 for 713.47ha.

The time bound plan for all of the areas being certified are in tandem with the hectarage issued with the HGU certificates by the Government of Indonesia. The balance portion pending HGU are in the land swap phase and its HGU issuance is beyond their control. However, this is expected by 2023. For their Plasma scheme smallholders, full certification is expected by 2023 subject to the issuance of individual land certificates by the local Government.

In Malaysia, United Plantations Berhad has newly acquired a piece of uncertified land (3642ha) in Teluk Intan namely Tanarata Estate. The date of acquisition is 17th August 2019. In compliance with the RSPO P&C Certification System, it is anticipate to conduct the RSPO Scope Extension Assessment for Tanarata Estate within three (3) years from the date of acquisition, which is latest by 16th August 2022. Tanarata Estate will be the supply base of Jendarata Palm Oil Mill (RSPO Identity Preserved model) upon obtaining the RSPO certification. RSPO Membership Department has been notified and

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necessary protocols to include Tanarata Estate as an operating unit under United Plantations Berhad proceeded. Please be informed that there will be no new land clearing in the newly acquired plantation.

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP (Only applicable when revision is made)			
				Latitude	Longitude						Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
United Plantations Berhad/PT Surya Sawit Sejati	Indonesia	Lada POM	Pangkalan Lada Sub-District, Kotawaringin Barat District, Kalimantan Tengah Province, Indonesia.	S2.5866°	E111.7644°	1.0000	Certified	Fully certified by 2023 depending on the HGU newly obtained area,	2019	September 2021 by BSI	No			May 2021 via ACOP
United Plantations Berhad/ Jendarata POM	Malaysia	Jendarata POM – Tanarata Estate	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009, Teluk Intan, Perak, Malaysia	N3.6524°	E101.0172°	3,641.82 ha	Certified	In compliance with the RSPO P&C Certification System, it is anticipated to conduct the RSPO Scope Extension	-	September 2021 by BSI	No			May 2021 via ACOP

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								Assessment for Tanarata Estate within three (3) years from the date of acquisition, which is latest by 16th August 2022						
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**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 *One* (1) Critical; *One* (1) Minor nonconformities and *One* (1) Opportunity For Improvement raised. The Jendarata POM 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.

<b>Non-conformity</b>			
<b>NCR Ref #</b>	2213512-202206-M1	<b>Issued Date</b>	17/06/2022
<b>Due Date</b>	14/09/2022	<b>Closure Date</b>	07/07/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.6.1 (Critical)		
<b>Statement of Nonconformity:</b>	HIRARC found not consistently conducted and no specific hazard identified with specific PPEs stated as control measure (current and recommended new risk control).		
<b>Requirement Reference:</b>	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
<b>Objective Evidence:</b>	Hazard identification risk assessment and risk control, HIRARC dated 01/08/20 for Safe Operating Procedure as sampled Kernel Plant Operation and for harvesting was verified. It was found out that there is inconsistent on risk assessment for same operation for each operating units and no specific hazard and specific PPE stated as control measure (current and recommended new risk control)		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>The Senior Safety Officer has conducted briefing on HIRARC and Safe Operating Procedure for the mill engineers.</li> <li>The HIRARC for Kernel Plant has been revised and the appropriate PPE is correlated and reflected in the revised SOP.</li> </ol>		
<b>Root Cause Analysis:</b>	Lack of understanding in developing a complete HIRARC and the PPE identified as control measure shall be captured in the Safe Operating Procedure.		
<b>Corrective Actions:</b>	To revise SOP and HIRARC for all operations to ensure consistent risk assessment and implementation of PPE based on the hazards identified.		
<b>Assessment Conclusion:</b>	Safe operating procedure for Kernel Plant station updated on 21/06/2022 and clearly define types of PPE that will be used by the kernel plant operator and approved by the senior resident manager. Reassessment for risk done by Mr Mugilan on 21/06/2022 and already identified PPE as one of the risk control. Stated in the HIRARC that PPE usage is base on the on the internal procedure established. Training for HIRARC and SOPs conducted by Mr S. Rames on 21/06/2022 attended by Assistant Engineer, Supervisor and Operator. 2 samples of workers has been interview, confirmed that they has been trained on the SOPs and HIRARC and aware with types of PPE required base on task given. Based on the evidence provided and the visit to the mill's effluent pond it was found that the corrections and corrective action plans have been addressed		

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	accordingly. Therefore, the Critical Non-Conformity is successfully closed on 07/07/2022.
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Non-conformity			
<b>NCR Ref #</b>	2213512-202206-N1	<b>Issued Date</b>	17/06/2022
<b>Due Date</b>	17/06/2023	<b>Closure Date</b>	Next ASA
<b>Indicator &amp; Category (Critical / Minor)</b>	2.1.2 (Minor)		
<b>Statement of Nonconformity:</b>	UP Jendarata POM and estates unable to established documented system for ensuring legal compliance is in place.		
<b>Requirement Reference:</b>	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.		
<b>Objective Evidence:</b>	During the audit, auditor found out there is document system to ensure legal compliance is Regulation 5 of Environmental Quality (Clean Air) Regulations 2014 in place. Sighted that no Written Notification to DOE for one unit of Fume Cupboard located in Laboratory of UP Jendarata POM 3 unit of Gensets with capacity of 141 kVA for Water Pond, 810 kVA (Mill), 141 kVA at Div. 3 Jendarata Estate@Riverside.		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>To improve the legal requirement register and conduct briefing to the mill management team to ensure its compliance.</li> <li>To follow-up with the safety and environment consultant on the notification of genset and fume hood to DOE.</li> </ol>		
<b>Root Cause Analysis:</b>	Lack of monitoring on the legal requirement register covering all applicable clauses under each Regulation.		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>To improve the legal requirement register to detail all relevant clauses in the applicable regulation and conduct briefing for all mill and estate managements.</li> <li>To compile the status of DOE notification for all genset and fume hood within UP Group.</li> </ol>		
<b>Assessment Conclusion:</b>	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	The Legal Requirements Register (LRR) to be further reviewed and enhanced to provide better details of information for reference of estates and palm oil mill operation.

Positive Findings	
PF #	Description

<b>PF 1</b>	Good commitment and corporation from the management.
<b>PF 2</b>	Positive feedbacks from internal and external stakeholders.
<b>PF 3</b>	Well maintained labour quarters at the mill and estate.
<b>PF 4</b>	Generally, well implementation of Good Agricultural Practices (GAP).

### 3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
<b>NCR Ref #</b>	1962366-202009-N1	<b>Issued Date</b>	25/09/2020
<b>Due Date</b>	15/06/2022	<b>Closure Date</b>	15/06/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.3.2 (Non-critical - Minor)		
<b>Statement of Nonconformity:</b>	The implementation of the procedure was not consistent.		
<b>Requirement Reference:</b>	A mechanism to check consistent implementation of procedures shall be in place.		
<b>Objective Evidence:</b>	<p>a) Jendarata POM: Secondary containment was not provided for sampled liquid chemicals (Hexane, Potassium Iodate &amp; Sulfuric Acid 0.02N) at Laboratory.</p> <p>b) Seri Pelangi Estate: Secondary containment was not provided for the liquid pesticide chemicals stored at the Chemical Store. The above details were not consistent with requirement as per SOP [Chapter IV Safe Operating Procedure, Section 5: Transportation, Receiving, Handling, Storage and Disposal of Chemicals – clause 6]</p>		
<b>Corrections:</b>	<p>a)Jendarata POM: The mill management has immediately appointed the lab attendant as person in-charge and placed metal trays as secondary containment for all liquid chemicals at laboratory.</p> <p>b)Seri Pelangi Estate: The Estate management has immediately appointed the store clerk as person in-charge and constructed an embankment to ensure that any leakage of liquid chemicals is confined within the area only</p>		
<b>Root Cause Analysis:</b>	The mechanism to monitor the implementation of SOP [Chapter IV Safe Operating Procedure, Section 5: Transportation, Receiving, Handling, Storage and Disposal of Chemicals – clause 6] is ineffective due to no person in-charge been appointed to monitor the implementation of SOP compliance.		
<b>Corrective Actions:</b>	<p>a)The management will improve the OSHA monthly checklist to monitor the containment wall (embankment)/system (secondary containment tray).</p> <p>b)The management will conduct SOP and OSHA checklist training for the person in-charge and evaluate his understanding in conducting the OSHA monthly monitoring.</p>		
<b>Assessment Conclusion:</b>	Verified the evidence as follows:		

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	<p>The estate and mill management has appointed the storekeeper as person in-charge to monitor the compliance of SOP. Training has been provided for the PIC. Reviewed the training records for PIC dated 11/09/2020 and 11/05/2021. The management has updated the OSHA monthly checklist. reviewed the checklist for monitoring conducted on 27/05/2021.</p> <p>The estate management has constructed an embankment/containment bund at the chemical store to confined any chemical spillage.</p> <p>All chemical containers were put in secondary containment/plastic tray to contain any chemical spillage.</p> <p>Reviewed the evidence found that the Corrective Action Plan was effectively implemented. No recurrence of minor non-conformity. The minor non-conformity was effectively closed.</p>
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	3.3.2 (Non-critical - Minor)

Opportunity for Improvement	
OFI#	Description
<b>OFI 1</b>	<p><b>OFI Statement:</b></p> <p>Clause 7.4.3</p> <p>Implementation of POME land application through furrow system in Jendarata Estate as part of nutrient recycling strategy in place could be strategized further.</p> <p>Verification</p> <p>As this is remote audit, the verification can't be done as the furrow system were located at the estate. verification need to be conducted during onsite assessment</p> <p><b>Verification / Follow-up actions:</b></p> <p>As per site visit during the audit it has been identified that the management has monitored implementation POME land application in Jendarata Estate.</p>
<b>2181821-202203-I1</b>	<p><b>OFI Statement:</b></p> <p>3.6.1: Mitigation plans and procedures documented and implemented for Platform Manuring Operation could be further aligned accordingly for the hazard and risk related to eye injury.</p> <p><b>Verification / Follow-up actions:</b></p> <p>Risk assessment has been updated for manuring activities and risk related to eye injury has been included and assessed.</p>
<b>2181821-202203-I2</b>	<p><b>OFI Statement:</b></p> <p>6.7.2: The of first aid equipment available at worksites could be further improved on maintaining minimum quantity of content of the equipment been use. The expiry date label could be make clearer its actual expiry date.</p> <p><b>Verification / Follow-up actions:</b></p>

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	There is evidence that minimum quantity has been maintained for all 1 <sup>st</sup> aid where has been listed in the checklist. Expiry date has been written at each items.
<b>2181821-202203-I3</b>	<p><b>OFI Statement:</b></p> <p>6.2.3: The checking of pay slips of the employees of contractors can be further improved by reviewing thoroughly the payment details such as paid holiday, etc., against the employment agreements.</p> <p><b>Verification / Follow-up actions:</b></p> <p>Monitoring for contractors` workers salary has been done for all contractors and there is evidence that wages has been accordingly as per employment contract.</p>
<b>2181821-202203-I4</b>	<p><b>OFI Statement:</b></p> <p>2.2.2: Understanding for contracted parties on compliance of legal requirement can be further improve by ensuring effectiveness of training and communication of the SOPs.</p> <p><b>Verification / Follow-up actions:</b></p> <p>Assessment of contracted parties understanding has been verified after the communication of the SOPs to ensure that all contracted parties understand the content of the SOPs.</p>
<b>2181821-202203-I5</b>	<p><b>OFI Statement:</b></p> <p>6.2.4: Electricity has been provided by the management with subsidy total RM6.54 per house. It can be further improved to include details of electric subsidy in the employment contract.</p> <p><b>Verification / Follow-up actions:</b></p> <p>The management still look into the best ways in orders to include details of electric subsidy in the employment contract since this will involve all the workers.</p>
<b>2181821-202203-I6</b>	<p><b>OFI Statement:</b></p> <p>4.2.3: Implementation of the complaint procedure can be further improved with proper recording of respond and action that has been taken by the management.</p> <p><b>Verification / Follow-up actions:</b></p> <p>As per verification, there is evidence that complaint procedure has been effectively implemented where recording and monitoring has been done.</p>

**3.3.2 Summary of the Nonconformities and Status**

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2017.01	Minor	1.1.1	25/05/2017	Closed out on 26/08/2018
2017.02	Minor	2.2.2	27/05/2017	Closed out on 26/08/2018
2017.03	Major	5.3.2	07/04/2017	Closed out on 29/08/2017
1650872-201804-M1	Major	6.5.2	27/06/2018	Closed out on 17/09/2018
1650872-201804-M2	Major	4.7.3	27/06/2018	Closed out on 17/09/2018
1650872-201804-M3	Major	6.1.1	27/06/2018	Closed out on 17/09/2018

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1650872-201804-M4	Major	5.3.2	27/06/2018	Closed out on 17/09/2018
1650872-201804-M5	Major	4.7.4	27/06/2018	Closed out on 17/09/2018
1650872-201804-M6	Major	4.7.2	27/06/2018	Closed out on 17/09/2018
1650872-201804-M7	Major	SCCS 5.8.2	27/06/2018	Closed out on 17/09/2018
1650872-201804-M8	Major	RSPO Rules on Market Communication & Claims (version 2016) 4.1	27/06/2018	Closed out on 17/09/2018
1650872-201804-N1	Minor	2.1.3	27/06/2018	Closed out on 20/06/2019
1790505-201904-N1	Minor	4.1.2	20/06/2019	Closed out on 25/09/2020
1962366-202009-N1	Minor	3.3.2	25/09/2020	Closed out on 14/09/2021
2213512-202206-M1	Critical	3.6.1	17/06/2022	Closed out on 07/07/2022
2213512-202206-N1	Minor	2.1.2	17/06/2022	Open

**3.4 Stakeholders and previous land owner / user consultation**

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss *Jendarata POM* 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)
External	Sundry shop	Face to face interview
Government department	SJK (T) Nadesa Pillay	Face to face interview
Contractor	Selvam Excavator, Chin Lang Contractor, Subramaniam Rao	Face to face interview
Communities	Kg Batu 12, Kg Lorong Setia	Face to face interview

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External	Neighbouring estates (Yew Lee Estate, City Plantation)	Face to face interview
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Stakeholders comment	
<b>1</b>	<p><b>Feedbacks:</b> Good cooperation given by the UPB management team in supporting school activities as well as contribution in terms of monetary and manpower assistance. Any request has to be made officially in writing to management team.</p> <p><b>Audit Team verification and response:</b> Will continue to support for time to time</p>
<b>2</b>	<p><b>Feedbacks:</b> Contractors – They informed that the payment was made promptly. They are aware of the complaint procedure and so far, they have no issue with the management.</p> <p><b>Audit Team verification and response:</b> The management will ensure the payment will be made accordingly.</p>
<b>3</b>	<p><b>Feedbacks:</b> Gender Committee Representatives – No sexual harassment or violence case reported during the time of assessment. They are aware of the function of the committee and informed that no discrimination from the management regardless of gender.</p> <p><b>Audit Team verification and response:</b> The management will continue to monitor if there is any case of sexual harassment or violence.</p>
<b>4</b>	<p><b>Feedbacks:</b> Sundry shop/canteen: Reasonable and affordable fees charged to the tenants and contracted on annual basis. Foods and groceries price have to be displayed and regular inspection by management as to ensure price is affordable to all workers.</p> <p><b>Audit Team verification and response:</b> Will continue to ensure food is readily accessible and affordable to workers.</p>
<b>5</b>	<p><b>Feedbacks:</b> Guest Workers Representative – The workers are satisfied with the management and they informed that their wages have achieved Minimum Wage Order 2022. They are aware of the complaint procedure and they can voice out any issues with the management through Guest Workers Meeting. All deduction made in the payslip were made aware by them. No discrimination from the management in terms of job/task offered and treatment to all workers.</p> <p><b>Audit Team verification and response:</b> The management will ensure comply to legal requirements and respect all the workers without discrimination.</p>
<b>6</b>	<p><b>Feedbacks:</b> Neighbouring estate/village: No issue land dispute and encroachment reported so far by the stakeholders. Clear demarcation of boundary using trenching (physical boundary) and legal boundary (boundary stone/pole) were sighted.</p> <p><b>Audit Team verification and response:</b> Will ensure no encroachment and overplanting at near to boundary with stakeholders.</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

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Not Applicable as Jendarata POM Certification Unit have already undergone 2 <sup>nd</sup> Cycle of Replanting.					

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

**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 Jendarata POM and Supply Bases has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that Jendarata POM and Supply Bases is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
<b>Name: Mohd Razaleigh bin Mohamad</b>	<b>Name: Lee Kian Wei</b>
<b>Company Name: BSI (M) Sdn Bhd</b>	<b>Company Name: United Plantations Berhad</b>
<b>Title: Client Manager</b>	<b>Title: Sustainability Manager</b>
<b>Signature:</b> 	<b>Signature:</b> <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 
<b>Date: 23/08/2022</b>	<b>Date: 30/08/2022</b>

**Appendix A: Summary of Findings**

Criterion / Indicator	Assessment Findings	Compliance	
<b>Principle 1: Behave ethically and transparently</b>			
<b>Criterion 1.1:</b> The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p><b>(C)</b> Documents that are specified in the RSPO P&amp;C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Based on notification by UPB’s CEO Dato’ Carl Bek Nielsen; Dated 11/1/2014, policy and documents that can be publicly made available are as following:</p> <ul style="list-style-type: none"> <li>a) Land titles/user rights</li> <li>b) Occupational health and safety plans</li> <li>c) Plans and impact assessments relating to environment and social impacts</li> <li>d) HCV documentations</li> <li>e) Pollution prevention and reduction plans</li> <li>f) Details of complaints and grievances</li> <li>g) Continuous improvement plans</li> <li>h) Public summary of certification assessment report</li> <li>i) Human Rights Policy</li> </ul> <p>It was specified that the company’s SOP and Field Management Manuals are confidential documents and are guidelines for various operations. The contents must not be disclosed to any third party without authorization by the company</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>As per interview with stakeholders, information has been provided in Bahasa and English. Stakeholders handbook also has been established in 6 different languages which contain information that related to United Plantation Berhad such as policy, procedure.</p>	Complied

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1.1.3	<b>(C)</b> Records of requests for information and responses are maintained. - Critical (Major) compliance -	For all estates, records of any request documented in form "Stakeholders logbook" together with complaint received. During the stakeholders meeting that has been conducted on 14/05/2022. One of the stakeholders Hisham Bersaudara Estate, requested for Tanarata Estate to clear drain beside the village road. This is due to the village road is flooded during the rainy season.	Complied
1.1.4	<b>(C)</b> Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	UP Downriver Business Unit implemented the company's documented Internal Grievance Redressal Procedure and External Grievance Redressal Procedure as part of Consultation and Communication procedures. As per interview with the stakeholders, it has been confirmed that the management has explained the consultation and communication procedure to the during the stakeholders consultation that been conducted for Jendarata POM and all estates supplying to Jendarata POM on 14/05/2022 with attendance of stakeholders from different categories.	Complied
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	List of stakeholders of stakeholders for year 2022 for Tanarata Estate has been updated on 01/03/2022 by Mr Vikneswary Manouaran which listed internal and external stakeholders. While for Seri Pelangi Estate, stakeholders list has been prepared by Punita Subramaniam dated 10 <sup>th</sup> April 2022	Complied
<b>Criterion 1.2:</b> The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	UP Downriver Business Unit implemented the company's Code of Conduct and Business Ethics which available in a statement signed by the CEO Dato' Carl Bek-Nielsen dated 14/12/2019. There's also Commitment on UP's Supplier Code of Conduct to be acknowledged and implemented by service providers/vendors and included as part of the vendors' contract agreements	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.	Monitoring of compliance and the implementation of policy and overall ethical business practice conducted continuously by	Complied

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	<p>- Minor compliance -</p>	<p>operating unit managements and periodically by sustainability department personnel through internal audit which was latest done on 15/02/2022 for Tanarata estate, while for Seri Pelangi Estate, internal audit has been done on 26/04/2022.</p> <p>United Plantation Berhad has established internal policy title whistle blower policy which the objective to provide channel for stakeholders to raise concerns and reassurance that they will be protected from reprisal or victimization for whistleblowing.</p>	
<p><b>Principle 2: Operate legally and respect rights</b></p>			
<p><b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p><b>(C)</b> The Unit of Certification complies with legal requirements          - Critical (Major) compliance -</p>	<p><u>Jendarata Estate</u></p> <ul style="list-style-type: none"> <li>a) MPOB License No 501550502000 for Ladang Jendarata (Lot 871-64160 Mukim Hutan Melintang found valid from 01/04/22-31/03/23.</li> <li>b) CHRA was conducted by Assessor (Chin Woei Shin-HQ/14/ASS/00/345) done on 20/10/19.</li> <li>c) Medical Surveillance was conducted by Dr. Shriram A.L Appalasamy (HQ/19/DOC/004440) examined on 09/04/22 as reported. 48 workers sent and reported to be fit to continue their duties.</li> <li>d) No Warning signage available after application of pesticides as observed and feedback received from sprayers.</li> </ul> <p><u>Tanarata Estate</u></p> <ul style="list-style-type: none"> <li>a) Sighted Diesel Permit No. KPDNHEP.TI.600-4/3/177 under Regulation 9(2) of Peraturan-Peraturan Kawalan Bekalan 1974. For 19,000 Litre, valid from 19/08/21-20/08/24.</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>b) Sighted Petrol Permit No. KPDNHEP.TI.600-4/3/189 under Regulation 9(2) of Peraturan-Peraturan Kawalan Bekalan 1974. For 19,000 Litres, valid from 22/04/22-21/04/25.</li> <li>c) MPOB License No 618605002000 for Tanarata Estate with size of 3,423.35Ha (Lot 5936, 7362, 7280, 7281, 7258, 11501, 11052 Jalan Batu 7, Mukim Changkat Jong). Valid from 01/08/21-31/07/22.</li> <li>d) PCF for Fixed Single Terrence House 8 Units for Employees of Tanarata Estate (Division 1) Perak dated 09/05/22 No. PCF.10805/2022/0002 under section 38(1) (a) Standard Workers Housing and Amenities Act 1990.</li> <li>e) Annual Medical Surveillance was conducted by Dr. Tan Kim Soon (HQ/08/DOC/00/660) from Klinik K. S. Tan as report dated 05/04/22. All found fit (28 workers consist of 2 welders, 1 storekeeper, 25 sprayers).</li> <li>f) Annual Medical Surveillance 2022 was conducted by Klinik K. S. Tan (HQ/08/DOC/00/660) on 18 workers and found fit to work.</li> </ul> <p><u>Jendarata POM</u></p> <ul style="list-style-type: none"> <li>a) Sampled Fire Certificate found not obtained under Section 28 of Fire Services Act 1988. However the Defination of Designated Premise was revised in 2020 that mentioned only factory with a sprinkler system required a Fire Certificate.</li> <li>b) Noise Risk Assessment was conducted by Assessor (HQ/18/PEB/00/00028-2020/024) examined on 04/03/20.</li> <li>c) Audiometric Test was conducted on 16/05/22 by Ansonex Resources Group for 83 workers. Zero Hearing Impairment</li> </ul>	
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		<p>or threshold shift as reported by OHD (HQ/18/DOC/00/00283).</p> <p>d) LEV Inspection by Hygiene Technician (HQ/18/JHII/00/00014-2022/030) on 12/05/22 for Lab Fume Cupboard. (Hexane Extraction-Chemical vapour).</p> <p>e) License under Section 18(1) EQA 1974 for Designated Premise (Crude Palm Oil) valid till 30/06/22.for capacity of 50 MT/Hr.</p> <p>f) Patmanathan (790125-07-5313) as Registered CepPPOME appointed on 28/08/19.</p> <p>g) Arvind 9930802-08-5747) as Registered CepSWAM valid 18/04/22-18/04/23.</p> <p>h) MPOB License No. 50810870400 for Jendarata Palm Oil Mill valid from 01/04/21-31/03/22.</p> <p>i) Environmental Audit done by DOE Reg. Auditor No, EA0047) on 11/05/22 and 21/12/21 as reported.</p> <p>j) Diesel (19.600and Petrol Permit under KPDNHEP.TI.600-4/3/96 valid from 18/01/21-17/01/23.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>The management continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring of compliance with the legal requirements that are applicable to the UP’s operation. Each office of the operating unit (mill and estates) has its own legal register and were being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory &amp; Machinery Act, Employment Act, Workers’ Minimum Standard of Housing and Amenities Act.</p> <p><u>Jendarata Estate</u></p>	Non-compliance

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		<p>A document titled Tracking Changes in Law was reviewed that included information for 2022. Among included Minimum Wage Order 2022, Employment (Amendment) Act 2022, However Occupational Safety and Health Act (Amendment) 2022, Occupational Safety and Health (Noise Exposure) Regulations 2019 and Environmental Quality (Clean Air) Regulations 2014 were not included. Pesticides (Labelling) Regulations 1984. However client found having different sets of LRR belongs to Sustainability Department compared to sets maintained at Estates sampled.</p> <p><u>Jendarata POM</u>          The Legal Register established (LRR) to be further reviewed and enhanced to provide better details of information for reference of estates and palm oil mill operation.</p>	
<p>2.1.3</p>	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.          - Minor compliance -</p>	<p><u>Jendarata Estate</u>          United Plantation has established a map with Boundary demarcated at 25 points of locations So far only established with GPS coordinates. Available a monitoring records kept for monthly updated status.</p> <p><u>Seri Pelangi Estate</u>          During site visit at Seri Pelangi Estate found boundary stone and marking clearly and visibly sighted along the road at estate office with trenching to adjacent smallholder’s land.</p> <p><u>Tanarata Estate</u>          Demarcation of boundaries at Tanarata Estate was well maintain especially the boundaries with third parties. A few methods were applied such as concrete pegs white colour (printed info of GPS</p>	<p>Complied</p>

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		<p>coordinates), trenches, roads and barb wire fencing. There are 25 concrete poles with GPS coordinates indicating the boundaries in the Estate. Sighted samples of boundary marker with smallholders and neighbouring estates including FELCRA Changkat Jong Estate, MOCCIS Estate and Hilir Oil Palm Sdn Bhd as following:</p> <ul style="list-style-type: none"> <li>a) Pole # P1; Latitude: 3° 58' 24" N; Long: 101° 5' 45" E</li> <li>b) Pole # P17; Latitude: 3° 57' 21" N; Long: 101° 7' 43" E</li> <li>c) Pole # P24; Latitude: 3° 57' 7" N; Long: 101° 11' 1" E</li> </ul>	
<p><b>Criterion 2.2:</b> All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>Contracted parties maintained in the stakeholders list and updated on annual basis. For Jendarata Estate, 5 contracted parties listed which is 2 for replanting and 3 for supplying workers. While for Seri Pelangi Estate, total 7 contractors has been list for FFB transport, grass cutting, replanting and renting machineries.</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Contractors Contract Agreement was available for verification for all contracted parties with the mill and estates. The contracts contain specific clause meeting applicable legal requirements. Verified the sampled contract agreement as following:</p> <p>For Jendarata Estate, 3 samples of contractors taken which ate Mr Elanggo A/L Solai and Mr Awarajoo Selvarajoo for supplying labour for general field works, harvesting and palm to rentices and Mr Krishnan A/L Kanniapan for renting tractor.</p> <p>For Seri Pelangi Estate, sample of contract agreement taken for 3 contractors, contractor number MOA number 13623 account number 05/06/45319, SV Thambi for FFB transporter to Jendarata POM and MOA number 13627 account number 5/06/17921 for Usmaj Enteprise.</p>	Complied

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		<p>Addendum of contract agreement sighted for all sample contractors which stated that contractor need to comply with current applicable laws and regulations such as environmental quality act, occupational safety act and employment act. Stated also that the contractor needs to adhere with Human Right Policy clearly mentioned that there is no child labour, forced and trafikked labour and equal treatment to all workers.</p> <p>For Tanarata Estate, Contract Agreement # 08/2022; Date: 1/1/2022; Contractor: Chin Lang Contractor Sdn. Bhd.; Type of Contract: Replanting 2021</p> <p>Contract Agreement # 09/2022; Date: 1/1/2022; Contractor: Tharrysini Enterprise; Type of Contract: Hire of Excavator</p>	
<p>2.2.3</p>	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Contractors Contract Agreement was available for verification for all contracted parties with the mill and estates. The contracts contain specific clause disallowing child, forced and trafficked labour. Verified the sampled contract agreement as following:</p> <p>For Jendarata Estate, 3 samples of contractors taken which ate Mr Elanggo A/L Solai and Mr Awarajoo Selvarajoo for supplying labour for general field works, harvesting and palm to rentices and Mr Krishnan A/L Kanniapan for renting tractor.</p> <p>For Seri Pelangi Estate, sample of contract agreement taken for 3 contractors, contractor number MOA number 13623 account number 05/06/45319, SV Thambi for FFB transporter to Jendarata POM and MOA number 13627 account number 5/06/17921 for Usmaj Enterprise.</p>	<p>Complied</p>

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<b>Criterion 2.3:</b> All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p><b>(C)</b> For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> <li>• Information on geo-location of FFB origins</li> <li>• Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder</li> <li>• One or more supporting documents for claims</li> <li>• Valid MPOB license</li> </ul> <p>- Critical (Major) compliance -</p>	<p>Jendarata POM only received FFB from own supply bases which are Jendarata Estate, Seri Pelangi Estate and Tanarata Estate and also certified FFB from estates under United Plantation Berhad.</p>	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>Jendarata POM only received FFB from own supply bases which are Jendarata Estate, Seri Pelangi Estate and Tanarata Estate and also certified FFB from estates under United Plantation Berhad.</p>	Complied
<b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b>			

Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.																											
3.1.1	<p><b>(C)</b> A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p><u>Jendarata Estate</u></p> <p>Available a Monthly Budget for Crop forecast for Year 2021-2025 (Seperately established) and Cost of Production Per Tonne 2022-2024. Hectarage for 2022 (5,235.53 Ha), FFB (136,124 MT), Palm Oil (32,670), Palm Kernel (6,806).</p> <p>Other included cost for Upkeep &amp; Cultivation</p> <ul style="list-style-type: none"> <li>a) Harvesting.</li> <li>b) Manufacturing.</li> <li>c) Palm Kernal extraction.</li> </ul> <p><u>Tanarata Estate</u></p> <p>Available a Budget for FY 2022 consist of:</p> <ul style="list-style-type: none"> <li>a) Income and expenditure</li> <li>b) Hectarage Statement</li> <li>c) Analysis of Planting Area</li> <li>d) Crop Statement</li> <li>e) Employees head count</li> <li>f) Charges and Expenditures.</li> <li>g) Capital Expenditures</li> </ul>	Complied																								
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p><u>Jendarata Estate</u></p> <p>Available as sampled Jendarata Annual Replanting Programme (Next 5 years).</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2">2023</th> <th colspan="2">2024</th> <th colspan="2">2025</th> <th colspan="2">2026</th> </tr> <tr> <th>Field</th> <th>Ha</th> <th>Field</th> <th>Ha</th> <th>Field</th> <th>Ha</th> <th>Field</th> <th>Ha</th> </tr> </thead> <tbody> <tr> <td>125</td> <td>77.7</td> <td>58</td> <td>31.2</td> <td>53</td> <td>34</td> <td>36</td> <td>11.6</td> </tr> </tbody> </table>	2023		2024		2025		2026		Field	Ha	Field	Ha	Field	Ha	Field	Ha	125	77.7	58	31.2	53	34	36	11.6	Complied
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3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>As sampled found conducted a Management Review from Minutes of Management Review 2021 conducted on 27/04/22 from 4.00pm-6.00pm at Field Office. Signed by Fong Seng Khuen. Among topic discussed as recorded included:</p>	Complied																																																								

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		<ul style="list-style-type: none"> <li>a) Tracking of Law and Regulation Changes. (Not stating OSHA 2022).</li> <li>b) Business Plan (Annual Budget).</li> <li>c) Environmental Impacts Assessment (EIA).</li> <li>d) Energy Use (Diesel).</li> <li>e) Scheduled Waste Management.</li> <li>f) Social Impact Assessment (SIA).</li> <li>g) Stakeholder Communication and Consultation</li> <li>h) Internal Audits</li> <li>i) Continuous Improvement</li> </ul> <p>This as recorded attended by Mohandas, Faizul, Nanthakumar, Izzani, Fong Sey Khuen.</p> <p><u>Tanarata Estate</u></p> <p>The meeting was conducted on 14/03/22 at Main Office covering</p> <ul style="list-style-type: none"> <li>a) Tracking of Law and Regulation Changes. (Not stating OSHA 2022).</li> <li>b) Business Plan (Annual Budget).</li> <li>c) Environmental Impacts Assessment (EIA).</li> <li>d) Energy Use (Diesel).</li> <li>e) Scheduled Waste Management.</li> <li>f) Social Impact Assessment (SIA).</li> <li>g) Stakeholder Communication and Consultation</li> <li>h) Internal Audits</li> <li>i) Continuous Improvement</li> <li>j) Social</li> </ul>	
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		<p>k) Environment          Attended by 8 workers, Manager, Assistant and other staff.</p> <p><u>Seri Pelangi Estate</u>          Management Review was conducted on 18/05/22 at Seri Pelangi Estate from sampled Minutes of Meeting. Among discussed included:</p> <ul style="list-style-type: none"> <li>a) Applicable laws and Regulations -Tracking of Laws.</li> <li>b) Business Plan/budget.</li> <li>c) Environmental Impact Assessment (EIA)</li> <li>d) Energy usage.</li> <li>e) Scheduled Waste management.</li> <li>f) Social Impact Assessment.</li> <li>g) Stakeholder consultation and communication.</li> <li>h) Internal audit findings.</li> <li>i) Continuous improvement on quality of FFB.</li> <li>j) MSPO and RSPO Audit 2021.</li> </ul> <p>Attended by 9 staff included Estate Manager, Assistant and other staff.</p> <p><u>Jendarata POM</u>          Management review was conducted combined with Supply Chain on 23/05/22 at Store Meeting Room. Attended by 7 staff included Mill Manager and Assistant.</p>	
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**Criterion 3.2:** The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.

<p>3.2.1</p>	<p><b>(C)</b> The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>Jendarata Estate has established a Continuous Improvement covering:</p> <ul style="list-style-type: none"> <li>a) Estate and Field Practices: Target</li> <li>b) Nature Conservation, Diesel Usage by Estate, Target: Decreasing from 2019.</li> <li>c) Target: Triple Rinse Container sent to Waste Manager</li> <li>d) Safety and Health, Target: To raise awareness on the importance of safety and conduct regular trainings to reduce likelihood of accidents occurring.</li> <li>e) Social Commitment.</li> </ul> <p><u>Seri Pelangi Estate</u></p> <p>Estate has implemented continuous improvement plan as evidence from Slide of presentation for Continuous Improvement Programme 2017-1026. Among programmes included:</p> <ul style="list-style-type: none"> <li>a) Reduction in use of pesticides in immature Oil Palm (Herbicides, Insecticides, &amp; Fungicides) expressed in active ingredient (kg/per Ha) based on total immature hectarages. Action by implementation of IPM plants and cover crop.</li> <li>b) To install barn owl boxes as soon as replanting programme is completed to meet I box:12 Ha ratio.</li> <li>c) Introduction of mechanisation to increase out put (cantas, power spray).</li> <li>d) Raise awareness on importance of safety and conduct regular trainings to reduce likelihood of accidents occurring.</li> </ul> <p><u>Tanarata Estate</u></p>	<p>Complied</p>
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		Continuous improvement plan has been clearly explained in the slide continuous improvement. For social, a lot of improvement has been done since land acquisition in year 2019. The management has upgraded workers housing and constructed new housing to accommodate all the workers. Other than that, sundry shop and canteen has been established in the estate for the workers. Total 38 of new safe meat storage has been purchase for all workers. The Management have drawn up 6 years Continuous Improvement Plan from year 2021 - 2026.	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p><b>PROCEDURAL NOTE:</b>            The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.            Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	RSPO metrics template for Jendarata POM certification unit made available for verification found to be consistent with evidence sighted.	Complied
<b>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</b>			
3.3.1	<p><b>(C)</b> Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Jendarata, Tanarata and Seri Pelangi Estates has established and documented operating procedure. Available Standard Operating Procedure (Manual)</p> <ul style="list-style-type: none"> <li>a) Nursery Operation (Dated 25/06/16)</li> <li>b) Replanting (Dated 10/12/17)</li> <li>c) Upkeep Mature/Immature Oil Palm (Dated 10/12/07)</li> <li>d) Prunning (Dated 10/12/07)</li> <li>e) Circle Sanitization (Dated: 10/12/07)</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>f) Supplying (Dated: 10/12/07)</li> <li>g) Black Bunches Cencus (Dated 10/12/07).</li> <li>h) Water Management (Dated 10/12/07).</li> <li>i) Oil Palm Pest Management (Dated 10/12/07)</li> <li>j) Oil Palam Disese management (Dated 10/12/07) and etc.</li> </ul>	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	<p><u>Jendarata Estate</u> An Internal Audit as mechanism to check consistency of implementation of SOPs was conducted annually. Sighted Internal Audit Report 2022 conducted on 22/04/22. From the report among criteria used included SOPs as recorded in the comments.</p> <p><u>Tanarata Estate</u> As mechanism to check implementation of SOPs, an internal audit was conducted as Audit Report dated 23/05/22 that was conducted by Sustainability and Safety Team on 17/05/22.</p> <p><u>Seri Pelangi Estate</u> Internal audit was conducted on 18/03/21.</p>	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	<p><u>Jendarata Estate</u> Available as sampled records of monitorings maintained such as:</p> <ul style="list-style-type: none"> <li>• Safe Spraying Checklist (UPB No,7) dated 02/06/22 (Daily basis) by Mandore Kanan.</li> </ul> <p><u>Tanarata Estate</u></p> <ul style="list-style-type: none"> <li>a) MSPO and RSPO internal Audit Report conducted on 15 - 16/03/2022 as per internal memo dated 21/03/2022.</li> </ul>	Complied

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		b) Occupational Safety and Health Audit Checklist dated 03/03/2021	
<b>Criterion 3.4:</b> A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.			
3.4.1	<p><b>(C)</b> In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p><u>Environment</u></p> <p>The estates have conducted the aspects and impacts analysis for all estate operations and documented in the Environmental Risk Assessment for the existing routine operation in the estate covering the operations such as replanting, weeding, pruning, circle sanitation, EFB mulching, water management, road, paths and railways, boundary, P&amp;D management, manuring, harvesting, mill drain connecting to Estate, Composting pit and linesite water discharge. The analysis was reviewed on annually basis. Latest reviewed was conducted on 14/05/2022.</p> <p>For POM, the aspects and impacts analysis for all mill was documented in the Environmental Risk Assessment for the existing routine operation in the mill covering sterilizer, weighbridge/ FFB reception, crane/ stripping station, kernel station, boiler house, engine room/ power house, effluent treatment plan, waste management, laboratory, raw water treatment plan, workshop/ maintenance/ safety, biogas plant and construction of housing and other related facilities. The analysis was reviewed on annually basis. Latest reviewed was conducted on 15/05/2022.</p> <p>For new construction works, the estate and mill has conducted Social and Environmental Impact Assessment (SEIA) on 04/05/2022.</p> <p>For Tanarata Estate, UPB has appointed Sabarinah and Associates Sdn. Bhd. to conduct Environmental Impact Assessment on 27 – 29/10/2021. Refer report titled Report on Environmental Impact</p>	Complied

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		<p>Assessment for Tanarata Estate, United Plantations Berhad, Teluk Intan Perak dated February 2022.</p> <p><u>Social</u></p> <p>SIA was undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme. Within vicinity of the estates, external stakeholders were identified to demonstrate multi-stakeholder’s engagement process. For internal stakeholder inputs process, a survey and study were carried out on 2/5/2022 involving 43 respondents for the employees at Jendarata Estate. External stakeholder session was carried out on 4/3/2022 for 9 respondents from neighbouring villages and estate. For example issues discussed for Tanarata Estate (14/3/2022)</p> <ul style="list-style-type: none"> <li>- Issue discuss (road access for public use, flooding, road repair collaboration, desilting works damaging the road near Gate A. Water discharge issue to Sg Sungkai Mati.</li> </ul> <p>All inputs and feedback received were used for the establishment of SIA management plan. The latest SIA review was done on 14/5/2022. Evaluation criteria will be based on risk matrix established and categorized by hierarchy (Critical &gt; High &gt; Medium &gt; Low &gt; Negligible).</p> <p>Independent SIA for Tanarata Estate was carried out on 27-29/10/2021 under Sabarinah and Associates Sdn Bhd. Report dated February 2022 was made available for review. Discussion and recommendation (management and monitoring plan) incorporated in the report for future action.</p>	
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<p>3.4.2</p>	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p><u>Environment</u></p> <p>The operating units have established the Environmental Management Plan base on the Environmental Risk Assessment conducted. The management plan was reviewed on annually basis during Environmental Risk Assessment Review.</p> <p>For new construction works, the estate has conducted Social and Environmental Impact Assessment (SEIA) on 04/05/2022. Base on the assessment findings, the estate has established Environmental Management Plan on the construction job.</p> <p>For Tanarata Estate, based on the Environmental Impact Assessment conducted, the estate has established Environmental Management Plan. The plan was documented in Environmental Impact Assessment for Tanarata Estate, United Plantations Berhad, Teluk Intan Perak in Table 16: Summary of potential impact and proposed mitigation measures and Environmental Management Plan and Environmental Impacts Review Plan.</p> <p><u>Social</u></p> <p>SIA management plan dated 14/5/2022 was made available for verification. Social aspects identified as such:</p> <ul style="list-style-type: none"> <li>a) Access and use right</li> <li>b) Economics livelihood and working conditions</li> <li>c) Subsistence activities/amenities</li> <li>d) Human rights</li> <li>e) Cultural and religious values</li> <li>f) Medical and health facilities</li> <li>g) Education facilities</li> <li>h) Operational activities (estate and mill)</li> </ul>	<p>Complied</p>
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		<p>Independent SIA for Tanarata Estate has identified a few impacts on social as the following:</p> <ul style="list-style-type: none"> <li>a) Job opportunities/benefits/provision of living quarters</li> <li>b) Employment conditions/contract/minimum wages/living quarters condition/cultural/</li> <li>c) Suppliers and contractors</li> <li>d) Neighbouring stakeholders</li> <li>e) 5) Local communities (Kg Batu 7) – uplifting livelihood, improving road condition.</li> </ul>	
<p>3.4.3</p>	<p><b>(C)</b> The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.          - Critical (Major) compliance -</p>	<p><u>Environment</u></p> <p>The operating units have established the Environmental Management Plan base on the Environmental Risk Assessment conducted. Reviewed the implementation of the management plan as follows:</p> <p>Jendarata Estate</p> <ul style="list-style-type: none"> <li>a) The estate has installed Filter media from EFB and Charcoal to filter water (rain water) from landfill to the field drain as sighted at field 70.</li> <li>b) The estate has installed Filter media from EFB and Charcoal at final discharge point at the linesite area.</li> <li>c) The estate monitored the inventory on empty chemical containers generated. The empty chemical containers was triple rinsed, puncture and stored at designated store area before disposed through licensed waste disposer. Reviewed latest disposal as per consignment note no. 20220611W9RNBQ dated 13/06/2022</li> <li>d) The estate has assigned dedicated workers to segregate the recyclable items and domestic waste as sighted at field</li> </ul>	<p>Complied</p>

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		<p>70. Reviewed the recyclable waste disposal records as per receipt no. 79861, 79856, 79855, 79852 and 79850.</p> <p><u>Tanarata Estate</u></p> <ul style="list-style-type: none"> <li>a) The estate conducted barn owl census on quarterly basis. Current ratio of barn owl box recorded at 1:25.28 ha. Current occupancy rate recorded at 100%.</li> <li>b) To ensure the machinery used in operation operates in optimum usage of fuel and less pollution, the estate conducted daily machinery inspection. Reviewed the Daily Tractor Checklist for the month of January, February and March 2022 for tractor no. T013, TR015, TR035, TR033, and TR025.</li> <li>c) To reduce flooding, the estate conducted frequent drain desilting. As 2021, a total of 22,950.18 dm has been desilt.</li> </ul> <p><u>Seri Pelangi Estate</u></p> <ul style="list-style-type: none"> <li>a) The empty chemical containers was triple rinsed, puncture and stored at designated store area before disposed through licensed waste disposer. Reviewed latest disposal as per consignment note no. 2022031211VCXLRs dated 12/03/2022.</li> <li>b) The estate has assigned dedicated workers to segregate the recyclable items and domestic waste as sighted at field 12 in Seri Pelangi Estate. Reviewed the recyclable waste disposal records as per receipt no. 4400, 4399, 4398 and 4360.</li> <li>c) To reduce the usage of chemicals and generation of empty chemicals containers, the estate has increase the rentice</li> </ul>	
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		<p>mowing area. Reviewed the rentice mowing plan and maps for FY 2022.</p> <p>d) To reduce soil erosion at replanting area, the estate established Legume Cover Crop planting, <i>Mucuna Bracteata</i>. Review the records for replanting program FY 2021 for field 16 and 17 recorded at 120.00 ha.</p> <p>Jendarata POM</p> <p>a) The mill use renewable fuel from recycling of fibre and shell for their boiler fuel. Reviewed the fibre and shell utilization FY 2021 recorded at 17,715.05MT and 10,333.78 MT respectively.</p> <p>b) The mill recycle mill by-products to other beneficial use to the estates application. The boiler ash was used for road patching in the estates. The boiler ash disposal was reported to DOE on monthly basis. Reviewed the report to DOE for month of May 2022 as at letter dated 15/06/2022.</p> <p>c) To ensure no oil spillage and other pollution from machineries, the mill conducted vehicle inspection on monthly basis. Reviewed the inspection records for the month of March, April and May 2022.</p> <p>d) The mill has installed Filter media from EFB and Charcoal at in the monsoon drain behind the workshop area.</p> <p><u>Social</u></p> <p>a) Request to allow road access for teachers, local community and Sri Ganda employees to Tanarata internal road during flood season.</p>	
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		<p>Action – Granted access to road that is within UP boundaries and solely used by them. UP will collaborate for any road repairs that are commonly used by both parties. Status: Ongoing</p> <p>b) One respondent commented that pit system before discharge water to Sg Sungkai mati, muddy water affect livelihood of Batu 7 villagers. This happened when Tanarata carried out oil palm felling and replanting.</p> <p>Action: Meeting with affected stakeholders was carried out on 14/3/22. Management will continue to ensure that our operation cause no significant pollution to environment. Status: Ongoing</p> <p>c) Stakeholder meeting inputs (14/5/2022) – Manager, Hisham Bersaudara Sdn Bhd: Road at neighbouring village flooded especially during heavy rain due to clogged drain. Action: Drain desilting will be done by end of June 2022. Status: on going.</p>	
<b>Criterion 3.5:</b> A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination covered both local and foreign (guest) workers in mill and both estates within Jendarata Business Unit as per sighted as following:</p> <p>a) Standard Operating Procedures – Recruitment Of Executives And Non-Executive Staff; Rev. # 1; Date: 31/3/2020</p> <p>b) Standard Operating Procedures – Recruitment Of Local Workers; Rev. # 1; Date: 31/3/2020</p> <p>c) Standard Operating Procedures – Recruitment Of Guest Workers; Rev. # 3; Date: 31/3/2020</p>	Complied

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3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>New recruitment process of foreign workers verified. Sample of new recruited workers:</p> <ul style="list-style-type: none"> <li>a) Employee ID: 200236, joined date 12/4/2022, PLKS/VISA valid until 10/4/2023.</li> <li>b) Employee ID: 200244, joined date 15/5/2022, Single entry VISA valid for 3 months until 28/7/2022.</li> <li>c) Employee ID: 200250, joined date 15/5/2022, Single entry VISA valid for 3 months until 28/7/2022.</li> </ul> <p>Evaluation of individual dossier checklist:</p> <ul style="list-style-type: none"> <li>a) Employment contract (recruitment agent) – available</li> <li>b) ii) Interviewer’s evaluation –</li> <li>c) iii) Acknowledgement letter – signed on 29/3/2022               <ul style="list-style-type: none"> <li>- Declaration of cost (travel/cost/lodging/medical etc)</li> <li>- No payment/bribe/gift/commission during recruitment process</li> <li>- Understand the job scope in the contract of employment</li> </ul> </li> </ul>	Complied
<p><b>Criterion 3.6:</b> An occupational health and safety (H&amp;S) plan is documented, effectively communicated and implemented.</p>			
3.6.1	<p><b>(C)</b> All operations are risk assessed to identify H&amp;S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p><u>Jendarata Estate</u></p> <p>As sighted HIRARC was last revised dated 20/05/22. The format and methodology for risk assessment and control found suitable and adequate. Standard/Safe operating procedure for each operation sighted and sample as per below</p> <ul style="list-style-type: none"> <li>a) Safe OP Harvesting Rev. 22 (PPE: Scabbard, Wellington Boots/Rubber Shoes)</li> </ul>	Non-compliance

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		<p>b) Safe OP Harvesting Mechanical Rev. 22. (Glove, Scabbard, Wellington Boots/Rubber Shoes, Ear Plugs).</p> <p>c) FFB Evacuation Rev. 22 (Safety Helmet, Safety Shoe, Reflective Vest, Gloves, Shoes).</p> <p>HIRARC was verified with activity during site visit at Field 74 and 9 (Spraying), Field 70 and 71 (Mechanical Spreader and Filed 54 and 7A (Harvesting) and found acceptable and maintained.</p> <p><u>Tanarata Estate</u></p> <p>Estate has established a TRE Training Programme 2022, where HIRARC reviewed based on SOP for operations were planned and conducted. Covered Mechanized Harvesting, Harvesting, FFB Evacuation-Buffalo Drawn Cart, FFB Evacuation-Mini Tractor, FFB Evacuation-Wheelbarrow, Ablation, Pruning, Manuring-Manual, Manuring-Platform Manuring, Power Spray, Workshop and etc.</p> <p><u>Seri Pelangi Estate</u></p> <p>Sighted hazard identification and risk assessment (Hirarc) revised on 10/08/21 due to accident occurred related to conveyor maintenance. Other activities and operations risk were assessed accordingly as sampled such as harvesting. Observed risk from carry of knife on motorcycle among harvesters without sheath. Hazardous and can cause serious injury and cuts. This was highlighted to the Estate Manager with immediate action done for correction.</p> <p><u>Jendarata POM</u></p> <p>The PPE requirements stated in the Safe Operating Procedure dated 01/08/20 as sampled Kernel Plant Operation. (Safety Helmet, Safety Goggle (if Require), Safety Shoe, Safety Glove (If</p>	
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		<p>require), Ear Plug, Mask (If require As sampled on Hirarc dated 01/08/20 found not consistently conducted and no specific hazard identified with specific PPEs stated as control measure (current and recommended new risk control). Further sampling with PPE Checklist where found Kobir consistently on 01/06. 28/05, 27/05, 26/05,25/05, 24/05 stated as with Defective Gloves. Found inconsistent and no specific hazard and specific PPE stated as control measure (current and recommended new risk control) in the Hirarc mentioned to be linked with operation.</p>	
<p>3.6.2</p>	<p><b>(C)</b> The effectiveness of the H&amp;S plan to address health and safety risks to people is monitored.          - Critical (Major) compliance -</p>	<p><u>Jendarata Estate</u>          Available OSH Yearly Planner 2022. Monitoring was done accordingly with record of activities planned and conducted          Covering trainings such as:</p> <ul style="list-style-type: none"> <li>a) OSH Workplace Audit</li> <li>b) Sprayer Medical Examination</li> <li>c) Fire Drill Training</li> <li>d) ERT Refresher Training</li> <li>e) Hearing Conservation Training</li> <li>f) PPE Training</li> <li>g) Update JKKP &amp; MyKKP</li> <li>h) Medical Surveillance</li> <li>i) First Aid Training and etc.</li> </ul> <p><u>Tanarata Estate</u>          Sighted OSH Plan 2022. Among planned included:</p> <ul style="list-style-type: none"> <li>a) OSH Workplace Audit/Inspection (3<sup>rd</sup> Week every month)</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>b) Accident Data Update (1<sup>st</sup> Week every month)</li> <li>c) Sprayer Medical Examination (4<sup>th</sup> week every month).</li> <li>d) OSH Committee Meeting (4<sup>th</sup> week March &amp; 3<sup>rd</sup> Week June).</li> <li>e) First Aid Training (2<sup>nd</sup> week April)</li> <li>f) First Aid Replenish (1<sup>st</sup> week every month)</li> <li>g) Medical Surveillance (2<sup>nd</sup> week April)</li> <li>h) Hearing Conservation Training/Monitoring (3<sup>rd</sup> week February).</li> <li>i) Update JKPP/MyKPP (4<sup>th</sup> week January).</li> </ul> <p><u>Jendarata POM</u></p> <ul style="list-style-type: none"> <li>a) Available OSH Plan established consist of:</li> <li>b) OSH workplace inspection (Jan, April, July, October)</li> <li>c) OSH Committee meeting (Feb, April, Jul, Oct).</li> <li>d) Review Hirarc (Jun)</li> <li>e) Audiometric test (March)</li> <li>f) Noise Risk Assessment (May).</li> <li>g) PPE Training (May) and etc.</li> </ul>	
<p><b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>			
<p>3.7.1</p>	<p><b>(C)</b> A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&amp;C, in a form they understand, and which includes assessments of training.                      - Critical (Major) compliance -</p>	<p>Jendarata Estate established a TNA Gantt Chart 2022 consist of type of training and target group. Among others:</p> <ul style="list-style-type: none"> <li>a) SOP and HIRARC on Harvesting (Harvester)</li> <li>b) HCV Awareness Training (Sprayers)</li> <li>c) IPM (Sprayers)</li> </ul>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>d) PPE Training (Sprayers, Premix Operator, Storekeeper).</li> <li>e) EFB Evacuation (Drivers)</li> <li>f) Briefing of Policies (All Workers).</li> <li>g) Spraying/weeding (Sprayers)</li> <li>h) Available OSH Yearly Planner 2022. Covering trainings such as:             <ul style="list-style-type: none"> <li>i) OSH Workplace Audit</li> <li>j) Sprayer Medical Examination</li> <li>k) Fire Drill Training</li> <li>l) ERT Refresher Training and etc.</li> </ul> </li> </ul> <p><u>Tanarata Estate</u>            Established a Training Needs Analysis FY 2022 consist of type of training and the target participants. Consist of:</p> <ul style="list-style-type: none"> <li>a) SOP and Hirarc on Harvesting (Harvester)</li> <li>b) HCV Awareness Training (Sprayers)</li> <li>c) IPM (Sprayers)</li> <li>d) PPE Training (Sprayers, Premix Operator, Storekeeper).</li> <li>e) EFB Evacuation (Drivers)</li> <li>f) Briefing of Policies (All Workers).</li> <li>g) Spraying/weeding (Sprayers)</li> </ul> <p><u>Seri Pelangi Estate</u>            Training Needs Analysis was established covering Topic of Training and Target participant from all levels. Included among others:</p> <ul style="list-style-type: none"> <li>a) SOPs and Hirarc (All related workers)</li> </ul>	
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		<ul style="list-style-type: none"> <li>b) Fire Drill (All workers)</li> <li>c) First Aid (All Workers)</li> <li>d) Emergency Response (All Workers)</li> <li>e) IPM (Spraying Operator)</li> <li>f) Waste Management (Workshop Operator)</li> <li>g) Briefing on Policies (All Workers)</li> </ul>	
3.7.2	<p>Records of training are maintained.          - Minor Compliance -</p>	<p><u>Jendarata Estate</u></p> <ul style="list-style-type: none"> <li>a) Available records of training as sighted:</li> <li>b) SOP for Hirarc on Harvesting (04/01/22)</li> <li>c) SOP for Hirarc and Chemical Pre-Mixing (09/02/22).</li> <li>d) February 2022: PPE Training (09/02/22)</li> <li>e) Briefing on Policies (14/02/22)</li> <li>f) March: First Aid Training for Mandores (11/03/22)</li> <li>g) HCV Awareness Training</li> <li>h) Oil Spill Training (13/05/22).</li> <li>i) Stakeholder meeting 14/05/22)</li> </ul> <p><u>Tanarata Estate</u></p> <p>Available and documented a training records among others included:</p> <ul style="list-style-type: none"> <li>a) Briefing on New Weighbridge Requirements on 04/05/22 attended by 11 workers.</li> <li>b) Reach, Teach, Reach and Remind conducted on 16/08/21 and attended by 8 workers.</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>c) High Conservation Value (HCV) was conducted on 27/10/21 attended by 12 workers.</li> <li>d) First Aid Training on 09/06/22 attended by 13 workers.</li> <li>e) OSHA &amp; Sustainability Training Programme</li> <li>f) IPM Training on 17/03/22</li> </ul> <p><u>Seri Pelangi Estate</u>  Sighted training records maintained:</p> <ul style="list-style-type: none"> <li>a) PPE Awareness for harvesters on 14/06/22 attended by 31 workers.</li> <li>b) First Aid Training conducted on 11/06/22 and attended by 10 workers.</li> <li>c) Briefing on Policies on 07/06/22 attended by 101 workers.</li> <li>d) Chemical handling and management and spillage management was conducted on 10/05/22 and attended by 22 workers.</li> <li>e) CPR and First Aid and CPR Training conducted on 23/05/22. Attended by 22 workers,</li> <li>f) Tractor Operation on 12/05/22 and attended by 10 drivers.</li> <li>g) Spraying and PPE Training on 22/04/22 attended by 10 workers.</li> <li>h) Premixing Training/Washing Bay Training attended by 9 workers.</li> <li>i) HIRARC Training on 13/04/22 and attended on 7 workers.</li> <li>j) Fire Drill training was conducted on 13/04/22 and attended by 7 workers.</li> </ul>	
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		<ul style="list-style-type: none"> <li>k) Spraying training was conducted on 12/04/22 and attended by 3 sprayers.</li> <li>l) Harvesting training was conducted on 18/03/22 ad attended by 8 workers.</li> </ul> <p>Jendarata POM</p> <p>Among training record maintained included:</p> <ul style="list-style-type: none"> <li>a) Safe Usage of PPE (25/05/22)</li> <li>b) Basic Understanding of SDS (08/03)</li> <li>c) Fire Drill Training (09/03/22)</li> <li>d) Company Policy Training (18/05/22)</li> <li>e) First Aid Training (13/05/22)</li> </ul>	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p><u>Seri Pelangi Estate</u></p> <p>Supply Chain Training was conducted on 26/05/22 and attended by 14 workers, (JED, TRE&lt; Registered Office, Unitata W/B, Seri Pelangi Estate and etc.</p> <p><u>Jendarata POM</u></p> <p>Supply Chain Training was conducted involving Supervisor, W/bridge and Lab Operators on 26/05/22.</p>	Complied
<p><b>Criterion 3.8:</b> Supply chain requirement for mills          (note: All supply chain requirements are considered as <b>Critical (C)</b>. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the</p>	<p>Jendarata Engineering Department (Palm Oil Mill) received only certified FFB from own RSPO certified supplying estates (Jendarata Estate,Seri Pelangi Estate and Tanarata Estate). They are qualified for the Identity Preserved module. During the P&amp;C assessment,</p>	Complied

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	<p>RSPO Principles and Criteria (RSPO P&amp;C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p> <p>The mill is declared to be Identity Preserved because the FFB processed is sourced from estates that are certified against the RSPO P&amp;C.</p>	
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>Jendarata Engineering Department (Palm Oil Mill) received only certified FFB from own RSPO certified supplying estates (Jendarata Estate, Seri Pelangi Estate and Tanarata Estate). They are qualified for the Identity Preserved module. During the P&amp;C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.</p> <p>The mill is declared to be Identity Preserved because the FFB processed is sourced from estates that are certified against the RSPO P&amp;C.</p>	Not Applicable
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&amp;C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.</p>	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report.</p>	Complied
3.8.4	<p>The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.</p>	<p>The registration of PalmTrace will be carried out by the Shipping Department, Unitata Refinery. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following:          - Member ID: RSPO_PO1000000238</p>	Complied

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		<ul style="list-style-type: none"> <li>- Member category: Oil Mill</li> <li>- RSPO Membership No.: 1-0004-04-000-00</li> </ul>	
3.8.5	<p><b>Documented procedures</b></p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> <li>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</li> <li>b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</li> <li>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard.</li> <li>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</li> </ul>	<ul style="list-style-type: none"> <li>a) Complete and up to date procedures established as Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision # 08; Date: 12.12.2019 and Standard Operating Procedures – Traceability; Revision # 01; Date: 15/2/2019.</li> <li>b) Complete and up to date records and reports available including the daily FFB received weighbridge tickets, daily production reports and Mill Supply Chain Accounting System spreadsheet etc.</li> </ul> <p>Training records has been maintained and recorded in the training attendance list title RSPO supply chain training conducted on 28/04/2021 and on 26/05/2022 with attendance of 10 persons at responsible for supply chain in Jendarata POM.</p> <ul style="list-style-type: none"> <li>c) Nominated person having overall responsibility and authority over the SCCS implementation is the Director of Engineering, Mr. P. Rajasegaran as per appointment letter dated 13/2/2019. Other personnel involved in the implementation of SCCS including the mill engineer, process supervisor, weighbridge clerk and lab assistant.</li> <li>d) Procedures for receiving and processing certified and non-certified FFBs documented in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills:</li> </ul>	Complied

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		Identity Preserved; Revision # 08; Date: 12.12.2019 and Standard Operating Procedures – Traceability; Revision # 01; Date: 15/2/2019. Since the mill certified as IP, no non-certified FFB received and processed.	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Procedure to conduct internal audit documented in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision # 08; Date: 12/12/2019. The procedure conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents and implemented accordingly with the latest internal audit was conducted on 23/04/2022.</p> <p>No non-conformities found during the latest internal audit. Internal audit reports and relevant records maintained for review by management with latest management review meeting conducted on 23/05/2022</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>Procedures for receiving and processing certified and non-certified FFBs documented in the Standard Operating Procedures; RSPO Supply Chain Module D – CPO Mills: Identity Preserved; Revision # 08; Date: 12.12.2019 and Standard Operating Procedures – Traceability; Revision # 01; Date: 15/2/2019. Since the mill certified as IP, no non-certified FFB received and processed. Sample of weighbridge ticket as per below</p> <p>a. Date 09/06/2022 transaction number 73163 Tanarata Estate</p> <p>b. Date 13/06/2022 transaction number 0068059 Seri Pelangi estate</p>	Complied

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		<p>Overproduction sighted compare to estimate for FFB received where 158,000 where FFB received from March 2021 until May 2022 is 187,570.69mt. Request for tonnage extension done on 16/04/2022 total 84,000mt</p>	
<p>3.8.8</p>	<p><b>Sales and Goods Out</b>          The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer;</li> <li>b) The name and address of the seller;</li> <li>c) The loading or shipment / delivery date;</li> <li>d) The date on which the documents were issued;</li> <li>e) RSPO certificate number;</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</li> <li>g) The quantity of the products delivered;</li> <li>h) Any related transport documentation;</li> <li>i) A unique identification number.</li> </ul>	<p>Jendarata Engineering Department (JED/POM) does not sell its CSPO to external buyer but pumped its CPO to company's own refinery Unitata. Certified pumped transfer records from Jendarata POM to Unitata documented in the Factory Storage Tank Calculation as per sample as following:</p> <ul style="list-style-type: none"> <li>a) Buyer/receiver: Unitata Berhad, Oil Received Department; Address: Jendarata Estate, 36009 Teluk Intan, Perak</li> <li>b) Seller/mill: Jendarata Engineering Department; Address: Jendarata Estate, 36009 Teluk Intan, Perak</li> <li>c) Delivery note # 50213</li> <li>d) Delivery/despatched) date: 13/04/2022</li> <li>e) Commodity: Certified Sustainable CPO (IP) RSPO 693200</li> <li>f) Total quantity (volume): 116.090 kg</li> </ul> <p>CSPK delivered by lorry but also to own company's Kernel Crusher Plant (KCP) as per sample sighted as following:</p> <ul style="list-style-type: none"> <li>a) Buyer/receiver: United Fleet Palms Sdn. Bhd, Oil Received Department; Address: Jalan Pelabuhan 4, Kampung Aceh, 32200 Lumut, Perak</li> <li>b) Seller/mill: Jendarata Engineering Department; Address: Jendarata Estate, 36009 Teluk Intan, Perak</li> <li>c) Delivery note # 11848; Transaction # 727471</li> <li>d) Delivery date: 01/06/2022</li> <li>e) Product: Certified Sustainable PK (IP) RSPO 693200</li> </ul>	<p>Complied</p>

		f) Total quantity (volume): 35.48mt	
3.8.9	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	Not applicable since there is no outsourcing activities. Transporter has been appointed by Unitata Berhad	Not Applicable
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	Not applicable since there is no outsourcing activities. Transporter has been appointed by Unitata Berhad	Not Applicable

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3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	Not applicable since there is no outsourcing activities. Transporter has been appointed by Unitata Berhad	Not Applicable
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> <li>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</li> <li>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</li> <li>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</li> <li>iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> <li>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</li> <li>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</li> <li>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock.</li> </ul> </li> </ul>	<p>The retention period for traceability records are minimum 3 years as per the Standard Operating Procedure for RSPO Supply Chain Module D – CPO Mills: Identity Preserved.</p> <p>Complete and up to date records and reports available including the daily FFB received weighbridge tickets, daily production reports and Mill Supply Chain Accounting System spreadsheet etc. Records of training indicated that latest SCCS training was conducted on 20/8/2021 that involved operation supervisors of weighbridge, process and lab.</p> <p>The Sustainability team will record and balance all the receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis in the Mass Balance Sheet.</p>	Complied
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and</p>	Conversion factor of CPO and PK production was based on the actual OER and KER.	Complied

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	PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.											
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	OER and KER was derived daily and aggregated monthly for reporting.	Complied									
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Standard Operating Procedure for RSPO Supply Chain Module D – CPO Mills: Identity Preserved has explained the processing of RSPO material to prohibit non-certified products processed. The mill is 100% received certified FFB from own certified supplying estates and produced 100% certified products. There are no non-certified materials will be received and processed as verified through the Daily FFB Reconciliation Record and Records of FFB Received (Division).	Complied									
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>Shipping announcement has been done for both CSPO and CSPK and has been verified base on the transaction records.</p> <p>Sample as per below</p> <p>CSPO</p> <table border="1"> <tr> <td>TR-724f6f6e-30db</td> <td>321.21</td> <td>01/03/2021</td> </tr> <tr> <td>TR-43fd34e4-8063</td> <td>553.83</td> <td>01/03/2021</td> </tr> <tr> <td>TR-0993a6ee-c1f9</td> <td>234.39</td> <td>01/03/2021</td> </tr> </table> <p>CSPK</p>	TR-724f6f6e-30db	321.21	01/03/2021	TR-43fd34e4-8063	553.83	01/03/2021	TR-0993a6ee-c1f9	234.39	01/03/2021	Complied
TR-724f6f6e-30db	321.21	01/03/2021										
TR-43fd34e4-8063	553.83	01/03/2021										
TR-0993a6ee-c1f9	234.39	01/03/2021										

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			TR-8dc0dd8e-e55f	181.02	15-04-2022	
			TR-c49ed3d9-ff32	181.78	05-05-2022	
			TR-fac8c475-ad1f	343.41	13-05-2022	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>United Plantations Berhad has obtained RSPO Trademark License with License Number: 1-0004-04-100-00 valid until 4/7/2022 for supply chain model, IP. List of Supply Chain certificates that allowed to use the trademark logo are Jendarata POM, UIE POM, Ulu Bernam Optimill POM and Ulu Basir POM. Jendarata POM only use the RSPO Trademark logo for general corporate communication.</p>				Complied
<b>General corporate communications</b>						
4.1	<p>A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.</p>	<p>United Plantations Berhad has made "off-product" claim by highlighted its commitment towards RSPO and certification of RSPO in the company's website:  <a href="http://www.unitedplantations.com/">http://www.unitedplantations.com/</a>.</p> <p>Besides, RSPO Trademark logo was used on the filing system of sustainability documentation and 7 CPO and 3 PK storage tanks to promote RSPO.</p>				Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ol style="list-style-type: none"> <li>Display its RSPO membership status</li> <li>Display the RSPO web address (www.rspo.org)</li> <li>State that the member supports the work of the RSPO</li> <li>State the member's history with regard to the RSPO.</li> <li>Use the RSPO trademark to promote its membership of the RSPO.</li> </ol>	<p>United Plantations Berhad has made "off-product" claim by highlighted its commitment towards RSPO and certification of RSPO in the company's website:  <a href="http://www.unitedplantations.com/">http://www.unitedplantations.com/</a>.</p>				Complied

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	Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	United Plantations Berhad does not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	United Plantations Berhad ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No RSPO corporate logo used as evidence during the document audit and site visit.	Complied
<b>Business to business communications</b>			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and sales contract to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Jendarata POM does not sell its CSPO to external buyer but pumped to company's own refinery Unitata. Further process including sales confirmation were done by Unitata.	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate	Not applicable as Jendarata POM is neither distributors nor wholesalers.	Complied

	<p>number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>		
<b>Business to consumer communication</b>			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable

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6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with the rules applying to RSPO supply chain certified members. The guidance document for audits is available on <a href="http://www.rspo.org">www.rspo.org</a> .	Not applicable to Jendarata POM as they do not conduct business to consumer claims.	Not Applicable
<b>MODULE A – IDENTITY PRESERVED &amp; SEGREGATED SPECIFIC RULES</b>			
<b>Certified oil palm content (IP)</b>			
	For IP, 95% or above of the oil palm content must be RSPO IP-certified.	Oil palm content of Jendarata POM is 100% RSPO IP certified CPO	Complied
	For SG, 95% or above of the oil palm content must be SG, or a combination of SG and IP.	Oil palm content of Jendarata POM is 100% RSPO IP certified CPO	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the volume of non-certified	Oil palm content of Jendarata POM is 100% RSPO IP certified CPO	Complied

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	oil palm products must be covered by the purchase of RSPO Credits of equivalent volume.		
<b>Labelling and trademark (IP)</b>			
	Members are allowed to use the RSPO label in one of the following ways: RSPO trademark which includes the tag 'CERTIFIED' or RSPO trademark which includes the tag 'This product contains certified sustainable palm oil'. Wherever a RSPO trademark is displayed, the applicable trademark license number must be shown immediately under or next to the trademark or the 'statement'. Font must be Calibri, font size must be at least 4pt (1.4 mm or 0.06 inch). In on-pack communications, the RSPO trademark can be printed anywhere on the pack.	Jendarata POM is not using or claim RSPO Label and Trademark for its RSPO IP certified CPO.	Not Applicable
<b>Messaging (IP)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications may include some or all of the following elements:</p> <ul style="list-style-type: none"> <li>• The oil palm products contained in this product have been certified to come from RSPO sources. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• By choosing this product, you are sure it contains RSPO-certified palm oil. For more information: <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO-certified sustainable oil palm products were kept apart from other oil palm products throughout the supply chain. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• Certified sustainable oil palm products can be traced back to RSPO-certified mills and plantations. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• The entire supply chain is monitored by independent, RSPO-accredited auditors. <a href="http://www.rspo.org">www.rspo.org</a></li> <li>• RSPO-certified sustainable palm oil has been produced to stringent environmental and social criteria. <a href="http://www.rspo.org">www.rspo.org</a></li> </ul>	Jendarata POM is not using or claim RSPO Label and Trademark for its RSPO IP certified CPO.	Not Applicable

	<ul style="list-style-type: none"> <li>References to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown by company records.</li> </ul>		
<b>Principle 4: Respect community and human rights and deliver benefits</b>			
<b>Criterion 4.1:</b> The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p><b>(C)</b> A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	United Plantations Berhad has established Human Rights Policy dated 09/03/2020 signed by Chief Executive Director where they committed to the protection and advancement of human rights including prohibiting retaliation, intimidation and harassment against Human Rights Defenders (HRD), whistle-blowers, complainants and community spokespersons. The policy has been distributed to the external stakeholders in Stakeholders’ Booklet and briefed to all the workers on 18/02/2022 at Jendarata Estate, 18/11/21 at Tanarat Estate and 8/06/2022 at Seri Pelangi Estate.	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	United Plantations Berhad ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. Interviewed with the workers (guest workers and local worker’s representatives) confirmed that no harassment and violence by the management.	Complied
<b>Criterion 4.2:</b> There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p><b>(C)</b> The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	United Plantations Berhad has established Human Rights Policy dated 09/03/2020 signed by Chief Executive Director where they committed to the protection and advancement of human rights including prohibiting retaliation, intimidation and harassment against Human Rights Defenders (HRD), whistle-blowers, complainants and community spokespersons	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p>	United Plantations Berhad has established Grievance Redressal Procedure Internal Stakeholder and External Stakeholder to clear up the misunderstandings/ conflicts/ grievances or raising any	Complied

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	<p>- Minor compliance -</p>	<p>issues with United Plantations Berhad. The procedure is adopted in an effective, timely and appropriate manner that is open and transparent to any affected parties. The Company Secretary of United Plantations Berhad will be the person responsible to handle all the enquiries and grievances. The time frame to settle the grievances should be not more than 30 days from the date of receipt for external issue and 7 working days for internal issues. The procedure was developed in various languages such as Bahasa Malaysia, English and Tamil and has distributed to the workers and external stakeholders in Stakeholders' Booklet.</p>	
<p>4.2.3</p>	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>All estates has implemented stakeholder logbook (request and response, consultation &amp; communication, complaint &amp; grievance) for workers' Quarters Repair &amp; Maintenance Record and Registry Record of Requests to record and monitor any request and grievance reported by internal and external stakeholders. Request/complaints sampled as per the following:</p> <p><u>Jendarata Estate</u></p> <ul style="list-style-type: none"> <li>a) Request medicine for first aid box (SJK T Ladang Jendarata) (31/5/2022), replenished (3/6/22)</li> <li>b) Cross country marathon (SJK (T) Ladang Jendarata (30/5/2022), Approval 1/6/22</li> <li>c) House no. 61/85 (17/5/2022) – Door and lock damage, repair done (19/5/2022)</li> <li>d) House no. 31/86 (12/5/2022) – Kitchen back door damage, broken ceiling, water pipe damage. Repair done 14/5/2022</li> <li>e) SJK T Ladang Jendarata (11/5/2022) – Broken ceiling in school block A &amp; B, repair done on 18/5/2022</li> </ul> <p><u>Tanarata Estate</u></p>	<p>Complied</p>

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		<ul style="list-style-type: none"> <li>a) House A5 (6/5/2022) – Domestic water supply pipe leakage in front of the house. Repaired on 11/5/2022</li> <li>b) Temple Pusari (23/3/2022) – Request grass cutter for temple prayer preparation. Request entry for unload temple item/things for prayer. Approved on 24/3/2022.</li> <li>c) <u>Seri Pelangi Estate</u></li> <li>d) House E2 (5/5/22) – Light not working, and mosquito net perforated. Repair done (5/5/22)</li> <li>e) House AA2 (5/5/22) – Toilet clogged. Repair done (5/5/22)</li> </ul> <p><u>Jendarata POM</u></p> <ul style="list-style-type: none"> <li>a) House no. 35 (14/5/22) – Toilet and sliding door broken. Repair done (14/5/22)</li> <li>b) House no. 139 (13/10/22) – Bathroom water tank broken/leaking, perforated netting, window glass broken. Repair done (13/10/22)</li> <li>c) Records of completion and resolution of complaints outcome recorded in the stakeholder booklet and communicated to relevant stakeholders.</li> </ul>	
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>Grievance Redressal Procedure for Internal and External Stakeholder has established to provide a mechanism for the complainant to access to independent legal and technical advice if the complaint is unresolved mutually.</p>	Complied
<p><b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p>	<p>Management have made contribution to the internal and external stakeholders. As seen in Annual Report 2021 book, for the whole group, United Plantation has the actual amount as below:</p>	Complied

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	- Minor compliance -	<ul style="list-style-type: none"> <li>a) Hospital &amp; medicine for employees, dependents and nearby communities RM 2,828,114</li> <li>b) Retirement benevolent fund RM 486,202</li> <li>c) Education, welfare, scholarships &amp; others RM 314,887</li> <li>d) Bus subsidy for school children RM 88,312</li> <li>e) External donations RM 307,835</li> <li>f) New infrastructure – road, TNB and water supply for domestic use – RM 197,401</li> <li>g) Employee housing – RM 10,149,666</li> <li>h) New infrastructure project building, community hall and place of worship – 1,963,058</li> <li>i) Provision of social amenities – RM 6,109,270</li> </ul> <p>Total contribution: RM 22,444,745</p>	
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**Criterion 4.4:** Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.

4.4.1	<p><b>(C)</b> Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>For Jendarata Estate, total 74 land title sighted for Jendarata Estate with total 6379.72Ha. 41.42 has been released for WCE Highway and adjustment of 3.04Ha. Current total land area for Jendarata Estate 6335.64Ha. List of land title established which include details such as lot number hectarage and previous landowner. Detail of sample taken as per below</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Title number</th> <th>Lot Number</th> <th>Hectarage</th> </tr> </thead> <tbody> <tr> <td>6509</td> <td>3496</td> <td>10.09</td> </tr> <tr> <td>2836</td> <td>4305</td> <td>1.39</td> </tr> <tr> <td>493</td> <td>1184</td> <td>0.89</td> </tr> <tr> <td>5868</td> <td>5114</td> <td>55.95</td> </tr> <tr> <td>227</td> <td>247</td> <td>1.36</td> </tr> </tbody> </table>	Title number	Lot Number	Hectarage	6509	3496	10.09	2836	4305	1.39	493	1184	0.89	5868	5114	55.95	227	247	1.36	Complied
Title number	Lot Number	Hectarage																			
6509	3496	10.09																			
2836	4305	1.39																			
493	1184	0.89																			
5868	5114	55.95																			
227	247	1.36																			

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		<table border="1" style="margin: auto;"> <tr> <td style="padding: 2px 10px;">2521</td> <td style="padding: 2px 10px;">4171</td> <td style="padding: 2px 10px;">0.50</td> </tr> </table>	2521	4171	0.50	
2521	4171	0.50				
		<p>Land title for Tanarata estate has been summarised with total of 7 land title which previously owned by Pinehill Plantation Sdn Bhd, Syarikat Kaum Melayu and Tahir Rozlan &amp; Tasariff. Land has been leased for 60 years until year 2032@2035. Details of land title as per below</p> <ul style="list-style-type: none"> <li>a. PN 290568</li> <li>b. PN 290563</li> <li>c. PN 286020</li> <li>d. PN 308136</li> </ul> <p>While for Seri Pelangi Estate, total 5 land titles sighted, 2 land title under freehold under lot number 585 and 419 and 3 land title is leasehold until 2068 (Lot 7272, Lot 6099 and Lot 7274)</p>				
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Not applicable since there is no customary right land	Not Applicable			
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable			
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken.	Not applicable since there is no customary right land	Not Applicable			

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	- Minor compliance -		
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.3	<b>(C)</b> Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.5	<b>(C)</b> Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
<p><b>Criterion 4.5:</b> No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			

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4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.          - Critical (Major) compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.2	<p><b>(C)</b> FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.          - Critical (Major) compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.          - Minor compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.          - Minor compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic,</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the</p>	Not Applicable

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	environmental and social implications of the proposed operations on their lands. - Minor compliance -	land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Not Applicable
<b>Criterion 4.6:</b> Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<b>(C)</b> A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	United Plantations Berhad has developed Grievances Redressal Procedures for Land Dispute as displayed in the company's website. The procedure has separated into three phases. Phase 1 is regarding on the lodging of complaints by the local communities on the dispute with supporting documents to be submitted. Phase 2 is involving the land dispute team, GIS team and complainant to measure and checking the location of the disputed land. If the claim is valid, then the negotiation process takes place to decide whether to compensate via payment or other methods of compensation. If mutual agreement is not achieved, then the complaint will be passed to court to make final decision.	Complied

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4.6.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>Not applicable since there is no scheme smallholdings.</p>	Not Applicable
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.</p>	Not Applicable
<p><b>Criterion 4.7:</b> Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p><b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position. However, there is no record of any compensation paid to any legal, customary or user rights holder.</p>	Complied
4.7.2	<p><b>(C)</b> A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p>	<p>Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person</p>	Complied

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	- Critical (Major) compliance -	a bargaining/negotiation position. However, there is no record of any compensation paid to any legal, customary or user rights holder.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that communities have lost access and rights to land for plantation expansion.	Complied
<b>Criterion 4.8:</b> The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute	Not Applicable
4.8.2	<b>(C)</b> Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute	Not Applicable
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute	Not Applicable

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	- Minor compliance -		
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute	Not Applicable
<b>Principle 5: Support smallholder inclusion</b>			
<b>Criterion 5.1:</b> The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous FFB prices available as per MPOB Daily FFB Reference Price Summary by Region. POM received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Complied
5.1.2	<b>(C)</b> Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.3	<b>(C)</b> Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.4	<b>(C)</b> Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable

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5.1.5	Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.6	<b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.1.9	<b>(C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
<b>Criterion 5.2:</b> The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable

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5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.2.4	<b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Not applicable as no FFB received from smallholders. The mill received and processed FFB only from own estates certified units. The FFB supplier were listed in the mill FFB Supplier list.	Not Applicable
<b>Principle 6: Respect workers' rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<b>(C)</b> A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	United Plantations Berhad has established Human Rights Policy dated 09/03/2020 signed by Chief Executive Director where they ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights and provide equal opportunities to all personnel regardless of religion, race, age, gender, nationality or physical disability	Complied
6.1.2	<b>(C)</b> Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.	The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality or physical disability. Interviewed with the workers from different nationalities and	Complied

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	- Critical (Major) compliance -	gender confirmed that no discrimination happened in the company. The management treated all equally and provide equal opportunity for promotion based on capabilities. Female workers have been promoted as mandores well. There was no recruitment fee being paid by the workers during the time of audit.	
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. - Minor compliance -	The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality or physical disability as per the policy above. Interviewed with the workers confirmed that promotion is based on capabilities and performance. There were female workers who have been promoted to be mandores	Complied
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	Interviewed with the female workers confirmed that no pregnancy testing is conducted by the company as a measure for recruitment. They will informed to the Hospital Assistant if they are pregnant for management to initiate Medical Removal Protection Programme or job transfer	Complied
6.1.5	<b>(C)</b> A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Gender committee is in place at each operating unit under UPB's Downriver Business Unit as specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. Appointment of the committee members and organization chart were seen together in the meeting minutes and supporting records for the requests raised by the female workers. In additional, the management have given equal opportunity based on merit to the female workers by promoted them to be mandore and head of workers in the operation. This has been verified through interviewed with the female workers and reviewed the master list.  Date of meeting and minutes verified as the following: a) Seri Pelangi Estate – 16/5/2022	Complied

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		<p>b) Tanarata Estate – 9/6/2022</p> <p>c) Jendarata POM – 12/4/2022</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Reviewed of payslips as reported under indicator 6.2.2 in Jendarata Business Unit which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order (MWO) 2020 and the new MWO2022 without any discrimination. Overtime and work on rest day were paid according to Employment Act 1955.</p>	Complied
<p><b>Criterion 6.2:</b> Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p>			
6.2.1	<p><b>(C)</b> Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>All the workers have signed on the employment contract prior to work. The contract is in their national languages such as Bahasa Malaysia, English and Tamil/ Hindi. All the terms and conditions were clearly outlined in the contract and briefed to all the workers before they signed the contract during induction training. Other related reference used for salary and related allowances as per the following:</p> <p>MAPA/NUPW – Circular no. 12/2019 (for HARVESTERS, HARVESTING KANGANIES, LOADERS AND “OTHER LOADERS” and POM EMPLOYEES). For AP/watchmen, salary scale is based on MPOA Security Sdn Bhd.</p>	Complied
6.2.2	<p><b>(C)</b> Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Guest workers are recruited with 3 years contract except for Indonesian workers where the contract is for 2 years. Local workers are on a long-term employment. No kind of discrimination was noted. Job opportunities and amenities such as free housing, subsidized rate of water and electric supplier (connect to national water and electricity supply) and medical care are given to all employees without discrimination. Workers contracts and</p>	Complied

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		<p>payments sampled at respective operating units summarized as per below:</p> <p>Jendarata Estate (32 workers sampled out of 461 workers) covering range of production trends (low – December 2021, average – February 2022 and peak – April 2022)</p> <p><u>Indonesian</u></p> <ul style="list-style-type: none"> <li>a) Employee ID 219626</li> <li>b) Employee ID 221580</li> <li>c) Employee ID 220787</li> <li>d) Employee ID 417916</li> <li>e) Employee ID 418214</li> <li>f) Employee ID 221267</li> <li>g) Employee ID 21407</li> <li>h) Employee ID 415224</li> <li>i) Employee ID 419309</li> <li>j) Employee ID 222084</li> <li>k) Employee ID 418733</li> <li>l) Employee ID 221717</li> <li>m) Employee ID 419426</li> </ul> <p><u>Indian workers</u></p> <ul style="list-style-type: none"> <li>a. Employee ID 217549</li> <li>b. Employee ID 220110</li> <li>c. Employee ID 219619</li> <li>d. Employee ID 221906</li> <li>e. Employee ID 222022</li> <li>f. Employee ID 218696</li> </ul>	
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		<p>g. Employee ID 222125  h. Employee ID 414641  i. Employee ID 417387  j. Employee ID 417582</p> <p><u>Bangladesh workers</u></p> <p>a. Employee ID 215060  b. Employee ID 219004  c. Employee ID 222187  d. Employee ID 215194  e. Employee ID 220079  f. Employee ID 411802  g. Employee ID 414397  h. Employee ID 414483</p> <p><u>Nepalese worker</u></p> <p>a) Employee ID 418922</p> <p>12 workers sampled out of 68 workers) covering range of production trends (low – December 2021, average – February 2022 and peak – April 2022)</p> <p><u>Tanarata Estate</u></p> <p>a. Employee ID: 200236  b. Employee ID: 200244  c. Employee ID: 200250  d. Employee ID: 200138</p>	
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- e. Employee ID: 200017
- f. Employee ID: 200027
- g. Employee ID: 414995
- h. Employee ID: 200051
- i. Employee ID: 200212
- j. Employee ID: 200193
- k. Employee ID: 200034
- l. Employee ID: 200015
- m. Employee ID: 200166
- n. Employee ID: 200042
- o. Employee ID: 416388

15 workers sampled out of 101 workers) covering range of production trends (low – May 2022, average – December 2021 and peak – October 2021)

Seri Pelangi Estate

- a. Employee ID 106454
- b. Employee ID 104377
- c. Employee ID 106605
- d. Employee ID 106849
- e. Employee ID 106966
- f. Employee ID 106973
- g. Employee ID 107020
- h. Employee ID 107893
- i. Employee ID 107934

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		<ul style="list-style-type: none"> <li>j. Employee ID 108232</li> <li>k. Employee ID 107446</li> <li>l. Employee ID 108270</li> <li>m. Employee ID 108335</li> <li>n. Employee ID 108373</li> <li>o. Employee ID 108421</li> </ul> <p>Jendarata POM</p> <ul style="list-style-type: none"> <li>a. Employee ID 20013</li> <li>b. Employee ID 20026</li> <li>c. Employee ID 30429</li> <li>d. Employee ID 30452</li> <li>e. Employee ID 30487</li> <li>f. Employee ID 30512</li> <li>g. Employee ID 30548</li> <li>h. Employee ID 30565</li> <li>i. Employee ID 30569</li> <li>j. Employee ID 30573</li> <li>k. Employee ID 30580</li> <li>l. Employee ID 30582</li> <li>m. Employee ID 30587</li> <li>n. Employee ID 30550</li> </ul>	
6.2.3	<p><b>(C)</b> There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p>	<p>Records of payslip and check-roll documents available to the workers for sample employees sighted as per indicator 6.1.6 above shown evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>leave, reasons for dismissal, period of notice and other legal labour requirements. Related permits verified as per the following:</p> <ul style="list-style-type: none"> <li>a) Deduction permit, ref: (6) dlm BHG PU/9/1/129 dated 1/6/2012, blanket approval under UPB.</li> <li>b) Overtime permit approval, ref: (25) JTK.PK(1) PMT (SEK60)/10865 dated 19/3/2015. Overtime permit maximum of 130 hours.</li> </ul>													
<p>6.2.4</p>	<p><b>(C)</b> The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities provided by United Plantation Berhad. Line site inspection was done on monthly basis by appointed personnel i.e hospital/medical assistant. Evaluation criteria for the inspection in the checklist:</p> <ul style="list-style-type: none"> <li>a) Free flowing drain</li> <li>b) Drain traps fully functional</li> <li>c) No chemical/lubricant/paint container</li> <li>d) General sanitation</li> <li>e) No illegal wiring</li> <li>f) No petrol storage</li> <li>g) No working tools</li> <li>h) No illegal extension/modification</li> </ul> <table border="1" data-bbox="1160 1114 1899 1361"> <thead> <tr> <th>Estate/Mill</th> <th>Date of inspection</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Jendarata Estate</td> <td>10/6/22, 3/6/22</td> <td rowspan="5">Weekly inspection</td> </tr> <tr> <td>Tanarata Estate</td> <td>19/6/22, 26/6/22</td> </tr> <tr> <td>Seri Pelangi Estate</td> <td>2/6/22, 9/6/22</td> </tr> <tr> <td>Jendarata POM</td> <td>19/5/22, 12/5/22</td> </tr> </tbody> </table>	Estate/Mill	Date of inspection	Remarks	Jendarata Estate	10/6/22, 3/6/22	Weekly inspection	Tanarata Estate	19/6/22, 26/6/22	Seri Pelangi Estate	2/6/22, 9/6/22	Jendarata POM	19/5/22, 12/5/22	<p>Complied</p>
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Jendarata POM	19/5/22, 12/5/22														

6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Interviewed with the workers confirmed that they are easily access to adequate, sufficient and affordable foods where sundry shops are available inside the estates. During the MCO and post MCO period, the management has ensured the sundry shops are supplying sufficient goods and foods by helping them to purchase the foods and goods to stock up first.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation</p>	<p>United Plantations Berhad has collaborated with Monash University, Sime Darby Berhad and IOI Berhad to establish a study on Decent and Fair Wages in Malaysia. The prevailing wage calculation has included all the in-kind benefits provided to the workers such as housing and healthcare. Sampled the prevailing wages for benefit of Housing that provided to each worker, RM 492.56 and Health for each worker, RM 342.12. The total prevailing wages is RM 2,186.31 in Jendarata Estate, RM 2,013.53 in Seri Pelangi Estate and RM 2,131.48 in Tanarata Estate.</p> <p><i>*Benchmark living wages (based on Monash University study) – RM 1,735.47</i></p>	Complied

	<p>with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> <li>• Updated assessment on prevailing wages and in-kind benefits</li> <li>• There is annual progress on the implementation of living wages</li> <li>• Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment</li> <li>• The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation.</li> </ul> <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal.</p> <p>- Minor compliance -</p>	<p>All the core works are performed by permanent and full-time employees in Jendarata Business Unit. There were contractors' workers working for general work and harvesting in the estates permanently. There were no casual or temporary workers used in the company.</p>	Complied
<p><b>Criterion 6.3:</b> The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p><b>(C)</b> A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>United Plantations Berhad has established Human Rights Policy dated 09/03/2020 signed by Chief Executive Director where they</p>	Complied

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	Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented. - Critical (Major) compliance -	respect the rights of all personnel to form, join and participate in registered trade unions and to bargain collectively. The policy is developed in different languages such as Bahasa Malaysia, English and Tamil.											
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	Confirmed during interview with the workers that worker representatives were freely elected among and by the workers themselves. Sighted were meetings between the workers' representatives and management. The minutes were documented in Bahasa Malaysia and made available upon request at all visited operating unit. <table border="1" data-bbox="1137 710 1899 911"> <thead> <tr> <th>Estate/Mill</th> <th>Date of meeting</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>Jendarata Estate</td> <td>7/4/2022</td> <td rowspan="3">Official meetings with management</td> </tr> <tr> <td>Tanarata Estate</td> <td>26/5/2022</td> </tr> <tr> <td>Jendarata POM</td> <td>3/6/2022</td> </tr> </tbody> </table>	Estate/Mill	Date of meeting	Remarks	Jendarata Estate	7/4/2022	Official meetings with management	Tanarata Estate	26/5/2022	Jendarata POM	3/6/2022	Complied
Estate/Mill	Date of meeting	Remarks											
Jendarata Estate	7/4/2022	Official meetings with management											
Tanarata Estate	26/5/2022												
Jendarata POM	3/6/2022												
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	Interviewed with the workers confirmed that the election of the representatives was elected freely by the workers without any interference of management. They are aware of their own representative.	Complied										
<b>Criterion 6.4:</b> Children are not employed or exploited.													
6.4.1	A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - Minor compliance -	United Plantations Berhad has established Human Rights Policy dated 09/03/2020 signed by Chief Executive Director where they will not tolerate the use of child or forced labour, slavery or human trafficking in any of the plantations and facilities. They are using the definition from United Nations Convention on the Rights of the Child which define "child" as anyone who is less than 18 years old	Complied										

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6.4.2	<p><b>(C)</b> There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad has established Standard Operating Procedures – Recruitment of Guest Workers that selection will be based on age and as per the company’s policy, the minimum age of employment is 18 years old. For local workers, the company will keep a copy of identification card to verify the age of worker. Verified the Master List of Jendarata Engineering Department, Jendarata Estate, Tanarata Estate and Seri Pelangi Estate found that all the workers employed are above 18 years old.</p>	Complied
6.4.3	<p><b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>There was no young person employed by the company as their minimum age was 18 years old. This has verified with the Master List and through interviewed with the stakeholders</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its ‘no child labour’ policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The policy has been briefed to all the stakeholders during stakeholder meeting on 10/08/2020. Besides, briefing to the workers was conducted on the negative effects of child labour. Interviewed with the workers confirmed that no child labour is allowed to be in the operations.</p>	Complied
<b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p><b>(C)</b> A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad has developed Gender Policy dated 24/04/2015 signed by Chief Executive Director. They are committed to maintain a workplace free from harassment on any kind, including harassment based on an employee’s race, colour, religion, gender national origin, ancestry, disability, marital status and sexual orientation. The policy has been briefed to all the workers on 18/02/2022 at Jendarata Estate, 18/11/21 at Tanarat Estate and 8/06/2022 at Seri Pelangi Estate.</p>	Complied
6.5.2	<p><b>(C)</b> A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad has developed Gender Policy dated 24/04/2015 signed by Chief Executive Director. They protect the Reproductive Rights and Motherhood responsibilities of women as</p>	Complied

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		under the Universal Declaration of Human Rights and labour laws. The policy has been briefed to all the workers on 18/02/2022 at Jendarata Estate, 18/11/21 at Tanarat Estate and 8/06/2022 at Seri Pelangi Estate.	
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified. - Minor compliance -	New mother assessment has been done on 4/4/2022 for one office staff at Seri Pelangi. So far there was no additional assistance requested by the new mother.	Complied
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	Sexual Harassment Grievance Procedure was established and published in company website: <a href="http://www.unitedplantations.com/sustainability/our_objectives.aspx">http://www.unitedplantations.com/sustainability/our_objectives.aspx</a> . Any grievance related to sexual harassment or violence case is referred to the procedure where they can obtain complaint form from one of the subcommittee members in respective estates/ departments. If the issue is not resolved in 2 weeks from the date of complaint or the victim is not satisfied with the way of the issue dealt, Gender Committee should bring this issue to Group Manager HRESH	Complied
<b>Criterion 6.6:</b> No forms of forced or trafficked labour are used.			
6.6.1	<b>(C)</b> All workers have entered into employment voluntarily and the following are prohibited: <ul style="list-style-type: none"> <li>• Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes)</li> <li>• Charging the workers for recruitment fees.</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> </ul>	It was evident that all workers have been employed voluntarily based on the employment contract that has been signed and interview. There is no retention of passports at the estate office as the workers kept their own passport at their own house.	Complied

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	<ul style="list-style-type: none"> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>		
6.6.2	<p><b>(C)</b> Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad has developed Guest Workers Policy dated 17/8/2020 by Chief Executive Director. The Guest Workers Policy has included the following objectives:</p> <ul style="list-style-type: none"> <li>a. Contract substitution is strictly prohibited.</li> <li>b. They ensure living quarters for all workers are in compliance with the "Workers' Minimum Standards of Housing and Amenities Act 1990".</li> <li>c. All statutory payments with genuine receipts incurred in the recruitment process shall be reimbursed by the Company.</li> <li>d. Conduct post-arrival orientation program for new guest workers. - Any forms of discrimination are prohibited</li> </ul>	Complied
<p><b>Criterion 6.7:</b> The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p><b>(C)</b> The responsible person(s) for H&amp;S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p><u>Jendarata Estate</u></p> <p>Available Organization Chart for SHC Year 2022. Chairman is C. Mohandas, Secretary is S. Ganashrau, 10 Employee Representatives and 10 Employer Representatives.</p> <p>Minutes of Management Meeting conducted on To be planned on final week of June, 29/03/22, 28/12/21, 28/12/21, 16/06/21.</p> <p><u>Tanarata Estate</u></p> <p>Established Organization Chart 2022 for Safety and Health Committee where Chairman is Azhar Yazid (Manager), Muhamad</p>	Complied

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		<p>Shauqi Amar (Secretary), 9 employees Representatives and 5 Employer Representatives. The meeting and discussion on OSH were regularly conducted as sighted in Minutes of Meeting of SHC dated 23/03/22, 29/12/21, 29/09/21, 30/06/21.</p> <p><u>Seri Pelangi Estate</u>  Sighted a Safety and Health Committee Organization Chart 2022. The Chairman is Khor Boon Wah (Estate Manager), Mohd Na'eem Mohd Fadzil (Secretary) 5 employers representatives and 9 employees representatives. The regular meeting was conducted as evidences from Minutes of Meeting of SHC conducted on 21/06/22, 17/03/22, 21/12/21, 21/09/21. Discussed matters included OSH issues, Hirarc, PPE, trainings, ERP, workplace inspection and etc.</p> <p><u>Jendarata POM</u>  Regular Meeting was conducted on 30/03/22, 27/12/21, 29/09/21 and next meeting plan to be conducted on 30/06/22. Secretary K. Mandula Devi. Chairman id Mill Manager.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p><u>Jendarata Estate</u>  Available and documented a Flow Chart of Fire Emergency of Jederata Estate, Training on Awareness and Fire Prevention and Emergency Response Team Organization Chart with emergency contact number including related government agencies. Also available Accident/Incident management Flow Chart for FY 2022. Classified under Near misses, Minor, Major.</p> <p><u>Tanarata Estate</u>  Available ERP for Flood/Fire Outbreak, Emergency Response Plan, Available Flowchart on Animal Attack which need to consider monkey attack.</p>	Complied

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		<p>2 accident reported in 2021 involving Shekar Thapala (S6477795) Indian Tractor Driver on 19/05/21 and Sandeep Kumar (R5731540) Indian Manurer on 09/12/21. Lost 19 Mandays. Available a First Aid Box Checklist 2022 with totsl number of 12 boxes at Main Office, 2 Guardhouse, Chemicals Store, 6 mandores, Fertilizer Store.</p> <p><u>Jendarata Estate</u>                  Available and documented Accident/Investigation Flowchart which classified as Near Miss Cases, Minor and Major.</p>	
<p>6.7.3</p>	<p><b>(C)</b> Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p><u>Jendarata Estate</u>                  As sampled in Field 74 and 9 Sprayers provided with apron, safety glass, safety boots, cartridge mask and green nitrile gloves. Tractor driver at Field 70 and 71 sighted wearing safety hekmets and safety boots and ear plugs. While harvesters not required to wear safety helmets and only sighted wearing safety boots as required.</p> <p><u>Tanarata Estate</u>                  Available a PPE Issuance records (UPB No.8). for each individual workers of Harvesting/Prunning/Ablation, Sprayers, Drivers of Tractor. During site visit at Field 22 (Manuring), Field 26 (Spraying) and Field 29 (Harvesting) sighted all workers wearing PPEs provided.</p> <p><u>Seri Pelangi Estate</u>                  Sighted records of PPE Distribution dated 16/05/22 for new worker from India given a safety shoes. On 04/05/22 6 new workers were given rubber black shoes. List of 14 workers were given helmets and safety vest on 19/05/22 and 12/05/22. On 08/03/21 a total of 28 workers received an ear plugs mostly tractor drivers, harvesters,</p>	<p>Complied</p>

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		<p>grass cutter, foreman, fitter and etc. Sighted harvesters wearing safety helmets as they highlighted that it is necessary due to potential head injury risk of frond</p> <p><u>Jendarata POM</u>          Sampled Daily Safety Briefing &amp; PPE Checklist as sampled found font unclear status of checking for PPE either Good Condition (/), Defective (X) or Not Applicable (N/A)          PPE requirements stated in the Safe Operating Procedure dated 01/08/20 as sampled Kernel Plant Operation. (Safety Helmet, Safety Goggle (if Require), SAFETY Shoe, Safety Glove (If require), Ear Plug, Mask (If require). Sampled previously Daily Safty Briefing and</p>	
<p>6.7.4</p>	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.          - Minor compliance -</p>	<p><u>Jendarata Estate</u>          Contribution to SOCSO (Form 8A) with amount of RM 12,315.60 for 414 workers in May 2022, RM 10,455.40 for 419 workers on Fwb 2022. January 2022 RM 11, 187.50 for 429 workers. May 2022 with amont of RM 3,223.40 for 125 workers. March 2022 with amount of RM 2,810.80 for 116 workers.</p> <p><u>Tanarata Estate</u>          A contribution to SOCSO was made as sampled using Form 8A for Jun 2022 with amount of RM 2,352.70 for 122 workers. January 2022 with amount of RM 2,246.50 for 107 workers. `</p> <p><u>Seri Pelangi Estate</u>          Sighted a monthly contribution made by the estate for 97 workers in January 2022 using Form 8A with total amount of RM 2,393.20.</p>	<p>Complied</p>

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		March 2022 for 96 workers with total amount of RM 2,382.00. May 2022 for 106 workers with total amount of RM 2,793.70.	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p><u>Tanarata Estate</u></p> <p>Form JKPP 8 in Lost Time Accident (LTA) metrics was submitted to DOSH office using myKKP dated 24/02/22. 2 accident reported in 2021 involving Shekar Thapala (S6477795) Indian Tractor Driver on 19/05/21 and Sandeep Kumar (R5731540) Indian Manurer on 09/12/21. Lost 19 Mandays.</p> <p><u>Jendarata POM</u></p> <p>The accident statistic found recorded in Lost Time Injury (LTI) and available record posted at notice board at mill office as sighted and updated till May 2022.</p>	Complied
<b>Principle 7: Protect, conserve and enhance ecosystems and the environment</b>			
<b>Criterion 7.1:</b> Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	<p>IPM is documented in United Plantation SOP no.7 OP Pest Management. The estates continued to implement biological control for the oil palm pest such as leaf eating pest and rat. IPM techniques applied at the estates include:</p> <ul style="list-style-type: none"> <li>a) Monitoring of pest numbers and the use of triggers for initiation of control measures.</li> <li>b) Introduction of barn owls Tyto Alba for biological control of rats. Barn owl boxes are constructed at the rate of 1 box for every 15 ha.</li> <li>c) Planting of beneficial plants Cassia Cobanensis, Antigonon Leptopus and Tunera subulata at ratio of 60:20:20 along roadsides to attract natural predators.</li> </ul>	Complied

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		<p>Reviewed the implementation of the management plan as follows:</p> <p><u>Jendarata Estate</u></p> <ul style="list-style-type: none"> <li>a) The estate conducted rat damage census base on the field observation of fresh damage. The estate will conduct full rat census and if the threshold level recorded at more than 10%, the rat baiting campaign will be commence. Reviewed the rat damage census records for field 5A dated 09/04/2022, 7b dated 09/04/2022, 26 dated 14/04/2022, 72 dated 03/04/2022 and 143 dated 14/03/2022.</li> <li>b) The estate conducted bagworm census base on field observation. The bagworm treatment will be conducted if the census reach the threshold level. Reviewed the bagworm census for field 42A dated 07/06/2022, 76 dated 04/06/2022 and 93 dated 28/04/2022.</li> <li>c) The estate has barn owl box at ration of 1: 18.00 ha.</li> </ul> <p><u>Tanarata Estate</u></p> <ul style="list-style-type: none"> <li>a) The estate conducted barn owl census on quarterly basis. Current ratio of barn owl box recorded at 1:25.28 ha. Current occupancy rate recorded at 100%.</li> <li>b) The estate conducted rat damage census when necessary if observe severe rat damage. Reviewed the rat damage census for dated 24/09/2021, 10/10/2021 and 04/10/2021</li> <li>c) The estate will conducted rat baiting if the rat damage recorded @ 12 palm per hectare or 9% of the palm. Reviewed rat baiting conducted on 18/07/2021, 09/08/2021 and 11/08/2021.</li> <li>d) The estate conducted bagworm census base on field observation. The bagworm treatment will be conducted if</li> </ul>	
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		<p>the census reach the threshold level. Reviewed the bagworm census for field 6A, 6B, 33B, 32A, 25A, 31A2 and 31B2 conducted in the month of January – March 2022.</p> <p><u>Seri Pelangi Estate</u></p> <p>a) The estate has barn owl box at ration of 1: 18.00 ha.</p> <p>b) The estate conducted barn owl census on quarterly basis. Reviewed the census records for the first quarter conducted in March 2022.</p> <p>c) The estate conducted ganoderma census once every 6 months. Reviewed the records for 1<sup>st</sup> and 2<sup>nd</sup> half of 2021.</p>	
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>The estates has conducted assessment on list of species invasiveness used for biological control. No invasive species listed in the CABI.org introduced in the estate.</p> <p>Flora species were used for IPM such as Tunera subulata, Cassia cobanensis and Antigonan leptopus.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>No evidence of fire use to control pest sighted in the estate</p>	Complied
<p><b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
7.2.1	<p><b>(C)</b> Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>Justification of all chemical usage documented in Field Management Manual under section D 5.1 General Weed Control. In the table stated the Trade Name, Chemical Name, a.i (%), Type of Equipment, Water Volume (Litres/ha), Product in ml or gm/10 liters water, a.i/ha in gms and type of weed.</p>	Complied

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7.2.2	<p><b>(C)</b> Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>The estate maintain the records of a.i per ha. Reviewed the records of FY 2020 and 20201 as follows:</p> <table border="1" data-bbox="1272 443 1796 643"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="3">a.i/ha</th> </tr> <tr> <th>JE</th> <th>TE</th> <th>SPE</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>3.812</td> <td>2.070</td> <td>3.479</td> </tr> <tr> <td>2021</td> <td>9.718</td> <td>5.817</td> <td>5.486</td> </tr> </tbody> </table> <p>The chemical usage FY 2021 was recorded higher than 2020 due to the increase hectare of immature area.</p>	Year	a.i/ha			JE	TE	SPE	2020	3.812	2.070	3.479	2021	9.718	5.817	5.486	Complied
Year	a.i/ha																	
	JE	TE	SPE															
2020	3.812	2.070	3.479															
2021	9.718	5.817	5.486															
7.2.3	<p><b>(C)</b> Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates has implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan. Sighted during the site visit the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at intended areas.</p>	Complied															
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>There was no prophylactic use of pesticides in the estates. The application of pesticides was based on level of attack severity which was normally obtained through census.</p>	Complied															
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <p>a) Judgment of the threat and verify why this is a major threat</p> <p>b) Why there is no other alternative which can be used</p>	<p>UPB has established Occupational Safety and Health Policy dated 08/03/2021 signed by the Chief Executive Director. In the policy stated that the company have total phase-out of Paraquat weedicide since 2010 and total phase-out WHO Class 1A/1B chemical (Monocrotophos/Methamidophos) since 2020.</p> <p>Reviewed the chemical register, noted there was no pesticides that are categorised as World Health Organisation Class 1A or 1B were used in the estates. Only class II, III and IV were used.</p>	Complied															

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	<p>c) Which process was applied to verify why there is no other less hazardous alternative</p> <p>d) What is the process to limit the negative impacts of the application</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>		
7.2.6	<p><b>(C)</b> Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides operators has been given training regarding the usage safety and health issue and proper way for chemical application. The training was conducted by the personnel with knowledge on pesticide application such as Estate Manager, Asst. Manager and pesticide supplier. Reviewed the training records as per criteria 3.7.2.</p>	Complied
7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>The empty chemical containers was triple rinsed, puncture and stored at designated store area before disposed through licensed waste disposer.</p>	Complied

		<p><u>Jendarata Estate</u> The estate monitored the inventory on empty chemical containers generated. The estate maintained the inventory and reported to DOE through ESWISS. Reviewed the inventory records as todate June 2022. The empty chemical containers was triple rinsed, puncture and stored at designated store area before disposed through licensed waste disposer. Reviewed latest disposal as per consignment note no. 20220611W9RNBQ dated 13/06/2022</p> <p><u>Tanarata Estate</u> Empty chemical container will be triple rinsed and reused for premix. Reviewed the latest inventory as at 09/06/2022 follows: -</p> <table border="1" data-bbox="1243 829 1825 933"> <thead> <tr> <th>Re- use</th> <th>Triple rinse &amp; store</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>72</td> </tr> </tbody> </table> <p>The estate maintained the inventory and reported to DOE through ESWISS. Reviewed the inventory records as todate June 2022. Empty chemical container has been disposed as schedule waste under SW 409. Latest disposal was conducted on 30/05/2022 as per consignment note no. 2022053011EIL2JO.</p> <p><u>Seri Pelangi Estate</u> The estate monitored the inventory on empty chemical containers generated. The estate maintained the inventory and reported to DOE through ESWISS. Reviewed the inventory records as todate May 2022. The empty chemical containers was triple rinsed, puncture and stored at designated store area before disposed through licensed</p>	Re- use	Triple rinse & store	9	72	
Re- use	Triple rinse & store						
9	72						

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		waste disposer. Reviewed latest disposal as per consignment note no. 2022031211VCXLRs dated 12/03/2022	
7.2.9	<p><b>(C)</b> Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	Pesticide application by aerial spraying is not practiced by the United Plantations Berhad.	Not Applicable
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>The estates send workers who involve in pesticides handling who expose to organophosphate such as sprayers and storekeepers and workers exposed to petrol, diesel and manganese fumes such as workshop operators and storekeepers for medical surveillance on annually basis.</p> <p><u>Jendarata Estate</u>  Reviewed the medical surveillance report conducted by OHD with DOSH reg. no. HQ/19/DOC/004440 on 09/04/2022 as reported. 48 workers sent and reported to be fit to continue their duties.</p> <p><u>Tanarata Estate</u>  The estate conducted medical surveillance for workers involve in pesticides handling on annually basis. Reviewed the medical surveillance report conducted on 18/03/2022 by OHD with DOSH reg. no. HQ/08/DOC/00/660. 28 workers were send for surveillance and found fit to work as chemical handlers as per letter dated 05/04/2022.</p> <p><u>Seri Pelangi Estate</u></p>	Complied

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		The estate conducted medical surveillance for workers involve in pesticides handling on annually basis. Reviewed the medical surveillance report conducted on 15/03/2022 by OHD with DOSH reg. no. HQ/08/DOC/00/660. 18 workers were send for surveillance and found fit to work as chemical handlers as per letter dated 07/04/2022.	
7.2.11	<b>(C)</b> No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. - Critical (Major) compliance -	As stated in the Standard Operating procedure for upkeep mature/immature oil palm under section 3.1.6 Safety and Health subsection d. stated "Confirmed pregnant/breast feeding females should not be assignment for spraying activities."	Complied
<b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance -	The operating units had identified all waste products and its source of pollution and documented in Types of Waste Products and Method of Disposal. The waste identified as follows: <ol style="list-style-type: none"> <li>1. Domestic waste – rubbish from the mill and estates complex and employees quarters (disposed by estate management).</li> <li>2. Recycled waste – Fiber, palm kernel shell, boiler ash, empty fruit bunches, scrap iron, plastic, glass, metal, paper, fertilizer bags</li> <li>3. Scheduled waste – Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries, chemicals containers, clinical waste, used PPE</li> <li>4. Domestic waste – rubbish from the mill complex and employees quarters (disposed by estate management)</li> </ol> <p>The operating units established waste management plan base on the waste identified. Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> <li>1. To reduce the usage of chemicals and generation of empty chemicals containers, the estates has increase the</li> </ol>	Complied

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		<p>harvesting path mowing area. Reviewed the harvesting path mowing plan and maps for FY 2022.</p> <ol style="list-style-type: none"> <li>2. The estates visited monitored the inventory on empty chemical containers generated. The empty chemical containers was triple rinsed, puncture and stored at designated store area before disposed through licensed scheduled waste disposer as SW 409. Reviewed latest disposal records as per consignment note submitted to DOE through ESWISS.</li> <li>3. The operating units maintain the inventory records for Scheduled Waste generated and reported to DOE through ESWISS. Reviewed the records as todate June 2022.</li> <li>4. Domestic was was collected 3 times a week and disposed at designated landfill. The domestic was was segregated and recycle was was segregate and collected at the recycle waste area. Noted during site visit, no evidence of scheduled waste and recycle waste disposed at the landfill area.</li> <li>5. The estate has assigned dedicated workers to segregate the recyclable items and domestic waste as sighted at field 70 in Jendarata Estate, field 2 in Tanarata Estate and field 12 in Seri Pelangi Estate. Reviewed the recyclable waste disposal records as per receipt no. 79861, 79856, 79855, 79852 and 79850 (Jendarata Estate), R2122010009, R2122010014, R2122010015, and R2122010016 (Tanarata Estate), 4400, 4399, 4398 and 4360 (Seri pelangi Estate).</li> <li>6. The mill use renewable fuel from recycling of fibre and shell for their boiler fuel. Reviewed the fibre and shell utilization FY 2021 recorded at 17,715.05MT and 10,333.78 MT respectively.</li> </ol>	
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<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>Proper disposal of waste material was conducted as per waste management plan established. Noted during interview with the workers, the understanding on waste management were satisfactory.</p> <p>Reviewed the disposal records for scheduled waste as follows:</p> <p><u>Jendarata Estate</u></p> <table border="1" data-bbox="1137 587 1883 850"> <thead> <tr> <th>SW</th> <th>Date</th> <th>Consignment Note</th> </tr> </thead> <tbody> <tr> <td rowspan="2">410</td> <td>11/06/2022</td> <td>2022061108H7A8F9</td> </tr> <tr> <td>11/06/2022</td> <td>2022061109DIQOV</td> </tr> <tr> <td>305</td> <td>11/06/2022</td> <td>20220611084RS00U</td> </tr> <tr> <td>409</td> <td>11/06/2022</td> <td>2022061108W9RNBQ</td> </tr> <tr> <td>102</td> <td>23/03/2022</td> <td>2022032311GPMOR1</td> </tr> </tbody> </table> <p><u>Tanarata Estate</u></p> <table border="1" data-bbox="1167 938 1883 1241"> <thead> <tr> <th>SW</th> <th>Date</th> <th>Consignment Note</th> </tr> </thead> <tbody> <tr> <td rowspan="2">409</td> <td>30/05/2022</td> <td>2022053011EIL2JO</td> </tr> <tr> <td>13/03/2022</td> <td>2022031322ZI31VL</td> </tr> <tr> <td>110</td> <td>30/05/2022</td> <td>20220530117X0M5E</td> </tr> <tr> <td>410</td> <td>30/05/2022</td> <td>20220530116CNR85</td> </tr> <tr> <td>305</td> <td>31/03/2022</td> <td>202203312024QNO8</td> </tr> <tr> <td></td> <td>29/12/2022</td> <td>2021122920HTQA0J</td> </tr> </tbody> </table> <p><u>Seri Pelangi Estate</u></p> <table border="1" data-bbox="1167 1329 1895 1378"> <thead> <tr> <th>SW</th> <th>Date</th> <th>Consignment Note</th> </tr> </thead> <tbody> </tbody> </table>	SW	Date	Consignment Note	410	11/06/2022	2022061108H7A8F9	11/06/2022	2022061109DIQOV	305	11/06/2022	20220611084RS00U	409	11/06/2022	2022061108W9RNBQ	102	23/03/2022	2022032311GPMOR1	SW	Date	Consignment Note	409	30/05/2022	2022053011EIL2JO	13/03/2022	2022031322ZI31VL	110	30/05/2022	20220530117X0M5E	410	30/05/2022	20220530116CNR85	305	31/03/2022	202203312024QNO8		29/12/2022	2021122920HTQA0J	SW	Date	Consignment Note	<p>Complied</p>
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7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	No evidence of fire used for waste disposal in the estate.	Complied																																													
<b>Criterion 7.4:</b> Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.																																																
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	UPB has established the SOPs to manage soil fertility and minimise environmental impacts documented in the Field Management Manual under section 8.0 - Manuring Immature/Mature oil palm	Complied																																													

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7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>Periodic tissue and soil sampling conducted by United Plantation Research Department (UPRD). Reviewed the sample report as follows:</p> <p><u>Jendarata Estate</u>          Latest soil analysis was conducted on 04/08/2020 – 12/12/2020 as per lab test no. E003/21 dated 01/12/2021.          Latest leaf analysis was conducted on 01/12/2020 – 21/01/2021 as per lab test no. A007/21 dated 09/04/2021.</p> <p><u>Tanarata Estate</u>          Reviewed the latest foliar sampling conducted on 19/02/2021 – 01/03/2021. Refer lab test no. A023/21.          Reviewed the latest soil sampling conducted on 11/09/2019. Refer lab test no. E021/19.</p> <p><u>Seri Pelangi Estate</u>          Latest leaf analysis was conducted on 26 – 31/01/2021 as per lab test no. A020/21 dated 21/04/2022.          Latest soil analysis was conducted in March 2021 as per lab test no. E005/21 dated 24/03/2021.</p>	Complied
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>Supply of EFB was quite limited due to mill usage for boiler fuel. Thus, the application of EFB in the estates was done in a small scale. Application of POME was carried out through land application. Visited the furrow area in field 61 at Jendarata Estate.</p>	Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>The estate maintain the records of manuring application as per recommendation by the agronomist.</p>	Complied

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		<p>Observed application records as per agronomist recommendation:</p> <p><u>Jendarata Estate</u></p> <table border="1"> <tr> <td data-bbox="1137 443 1529 694">                     Month program: Mar 2022                      Field: 32                      Ha program: 10.90                      Type: RP                      Rate/palm: 1.5 kg/palm                      Month completed: Mar 2022                 </td> <td data-bbox="1529 443 1921 694">                     Month program: May/ Jun 2022                      Field: 80                      Ha program: 40.50                      Type: MP                      Rate/palm: 1.6 kg/palm                      Month completed: Mar 2022                 </td> </tr> </table> <p><u>Tanarata Estate</u></p> <table border="1"> <tr> <td data-bbox="1137 786 1529 1037">                     Month program: Feb/ Mar 2022                      Field: 7A                      Ha program: 74.98                      Type: Urea                      Rate/palm: 0.7 kg/palm                      Month completed: May 2022                 </td> <td data-bbox="1529 786 1921 1037">                     Month program: May 2022                      Field: 10A                      Ha program: 47.62                      Type: CCM 44                      Rate/palm: 0.5 kg/palm                      Month completed: May 2022                 </td> </tr> </table> <p><u>Seri Pelangi Estate</u></p> <table border="1"> <tr> <td data-bbox="1137 1129 1529 1380">                     Month program: Jan/ Feb 2022                      Field: 1                      Ha program: 63.00                      Type: Pr. Compound                      Rate/palm: 2.0 kg/palm                      Month completed: Jan 2022                 </td> <td data-bbox="1529 1129 1921 1380">                     Month program: Jan/ Feb 2022                      Field: 17                      Ha program: 62.00                      Type: CCM 25                      Rate/palm: 0.5 kg/palm                      Month completed: Jan 2022                 </td> </tr> </table>	Month program: Mar 2022 Field: 32 Ha program: 10.90 Type: RP Rate/palm: 1.5 kg/palm Month completed: Mar 2022	Month program: May/ Jun 2022 Field: 80 Ha program: 40.50 Type: MP Rate/palm: 1.6 kg/palm Month completed: Mar 2022	Month program: Feb/ Mar 2022 Field: 7A Ha program: 74.98 Type: Urea Rate/palm: 0.7 kg/palm Month completed: May 2022	Month program: May 2022 Field: 10A Ha program: 47.62 Type: CCM 44 Rate/palm: 0.5 kg/palm Month completed: May 2022	Month program: Jan/ Feb 2022 Field: 1 Ha program: 63.00 Type: Pr. Compound Rate/palm: 2.0 kg/palm Month completed: Jan 2022	Month program: Jan/ Feb 2022 Field: 17 Ha program: 62.00 Type: CCM 25 Rate/palm: 0.5 kg/palm Month completed: Jan 2022	
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Month program: Jan/ Feb 2022 Field: 1 Ha program: 63.00 Type: Pr. Compound Rate/palm: 2.0 kg/palm Month completed: Jan 2022	Month program: Jan/ Feb 2022 Field: 17 Ha program: 62.00 Type: CCM 25 Rate/palm: 0.5 kg/palm Month completed: Jan 2022								

Criterion 7.5: Practices minimise and control erosion and degradation of soils.											
7.5.1	<p><b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantation has identified the soil series in the estates and established soil series maps. Soil series identified in the estates as follows:</p> <table border="1"> <thead> <tr> <th>Estate</th> <th>Soil Series</th> </tr> </thead> <tbody> <tr> <td>Jendarata Estate</td> <td>Jawa 34.40%, Selangor 20.80%, Briah 16.60%, Sedu 5.00%, Sabrang 2.60%, Shallow Peat (&lt;1m) Penor 3.80%, Modertaely Deep Peat (1-2m) Nipis 7.30% and Deep Peat (&gt;2m) Bayas 9.50%</td> </tr> <tr> <td>Tanarata</td> <td>Selangor, Selangor (Sandy), Selangor (organic), Tepus, Gugut, Binji, Kayan, Sepayang, Sejacob, Kaya, Penor, Linggi, Erong, Baram</td> </tr> <tr> <td>Seri Pelangi Estate</td> <td>Bungor 1.20%, Serdang 2.50%, Bukit Tuku 9.2%, Banar 42.30%, Lating 5.50%, Kaya 3.40%, Tepus 34.40%, Erong/Shallow 1.50%</td> </tr> </tbody> </table>	Estate	Soil Series	Jendarata Estate	Jawa 34.40%, Selangor 20.80%, Briah 16.60%, Sedu 5.00%, Sabrang 2.60%, Shallow Peat (<1m) Penor 3.80%, Modertaely Deep Peat (1-2m) Nipis 7.30% and Deep Peat (>2m) Bayas 9.50%	Tanarata	Selangor, Selangor (Sandy), Selangor (organic), Tepus, Gugut, Binji, Kayan, Sepayang, Sejacob, Kaya, Penor, Linggi, Erong, Baram	Seri Pelangi Estate	Bungor 1.20%, Serdang 2.50%, Bukit Tuku 9.2%, Banar 42.30%, Lating 5.50%, Kaya 3.40%, Tepus 34.40%, Erong/Shallow 1.50%	Complied
Estate	Soil Series										
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Seri Pelangi Estate	Bungor 1.20%, Serdang 2.50%, Bukit Tuku 9.2%, Banar 42.30%, Lating 5.50%, Kaya 3.40%, Tepus 34.40%, Erong/Shallow 1.50%										
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>The management strategy for planting on slopes between 9 and 25 degrees is addressed in the land preparation procedure (planting and replanting). The major method to minimise soil erosion was construction of terrace. Avoidance of bare soil was done through establishment of low cover crop.</p>	Complied								
7.5.3	<p>There is no new planting of oil palm on steep terrain.</p> <p>- Minor compliance -</p>	<p>No new planting conducted in the estate.</p>	Complied								

<b>Criterion 7.6:</b> Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	<p><b>(C)</b> To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations.</p> <p>- Critical (Major) compliance -</p>	<p>Soil maps or soil surveys identifying marginal and fragile soils were taken into account in plans and operations to ensure long-term suitability of land for palm oil cultivation.</p>	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	<p>Identified marginal and fragile soils are peat among Penor &amp; Primaluck covering an estimated 576.19 ha of total Jendarata Estate area. As of current, the peat area has been planted with proper establishment of soil management plan including peat subsidence monitoring and water management through drainage weir establishment.</p> <p>Tanarata Estate has identified 1097.14 ha of peat area in the estate. The area has been replanted base on approval by RSPO secretariat. The area has been replanted with proper establishment of soil management plan including peat subsidence monitoring and water management through drainage weir establishment.</p>	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	<p>The soil surveys and topographic information has been guided the planning of drainage and irrigation systems, roads and other infrastructure as per maps identifying marginal and fragile soils, including steep terrain, are available as per following:</p> <p>Peat Soil Map</p> <ol style="list-style-type: none"> <li>1. Jendarata Estate United Plantations Berhad; Source: Detailed Soil Survey; Mapped by; Vijandran JR; Projection: Long-Lat; Datum: WGS 1984; Date: Oct – Nov 2021-Detailed Soil Survey; Mapped by;</li> <li>2. Tanarata Estate United Plantations Berhad; Source: Semi-Detailed Soil Survey; Mapped by; Vijiandran JR; Projection:</li> </ol>	Complied

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		<p>Long-Lat; Datum: WGS 1984; Date: October 2019, April 2020(update).</p> <p>Topographic Map</p> <ol style="list-style-type: none"> <li>1. United Plantations Berhad; Mukim Hutan Melintang; Hilir Perak District; Perak Darul Ridzuan, series no. L7030, sheet no. 3560 by JUPEM confirmed no steep terrain within Jendarata Estate</li> </ol>	
<b>Criterion 7.7:</b> No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p><b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	No new planting was conducted on peat regardless of depth after 15/11/2018.	Complied
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p><b>PROCEDURAL NOTE:</b></p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	<p>UPB have inventoried and documented the peat area as reported in RSPO Peat Inventory Template updated 090222 submitted to RSPO Secretariat as per communication email dated 15/02/2022.</p> <p>Total area of peat for Malaysia and Indonesia recorded at 4,129.93 ha. Total 1673Ha of peatland estates under Jendarata POM which are Seri Pelangi Estate, Jendarata Estate and Tanarata Estate</p>	Complied
7.7.3	<p><b>(C)</b> Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>The estate monitor the peat subsidence level on quarterly basis while water level was conducted on monthly basis.</p> <p>Jendarata Estate</p> <p>To monitor peat subsidence level, the estate has installed Probe at ratio of 1:240 ha. Currently the estate have installed 6 probe. The monitoring was conducted on quarterly basis. Reviewed the monitoring records dated 09/09/2021, 31/12/2021 and 21/03/2022</p> <p>To monitor the water level, the estate installed piezometer at ratio of 1:120 ha. Currently, 9 piezometer have been installed. The</p>	Complied

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		<p>monitoring was conducted on monthly basis. Reviewed the monitoring records dated latest on 28/05/2022.</p> <p>Tanarata Estate</p> <p>To monitor peat subsidence level, the estate has installed Probe at ratio of 1:240 ha. Currently the estate have installed 4 probe.</p> <p>The installation was completed in March 2022 and the reading will be conducted 4 times a year as per Standard Operating Procedure for no. 4.5 Peat Subsidence Measurement dated 01/08/2020.</p> <p>To monitor the water level, the estate installed piezometer at ratio of 1:120 ha. Currently, 8 piezometer have been installed. Reviewed the reading as at May 2022.</p>	
7.7.4	<p><b>(C)</b> A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>Water and ground cover management programme was documented in Field Management Manual 2004 – Peat Area Management.</p>	Complied
7.7.5	<p><b>(C)</b> For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>Any replanting on peat area was put on hold as the estate currently in progress to complete the drainability assessment.</p> <p>For Tanarata Estate, replanting on peat area was conducted as per approval from RSPO Secretariat prior to approval of drainability assessment. Reviewed the communication email between UPB and RSPO Secretariat dated 23/10/2020. The drainability assessment was approved on 08/04/2021. Refer report titled Drainability Assessment Report of United Plantations Berhad’s Tanarata Estate in Perak Darul Ridzuan, Malaysia (revised Report 2) dated 01/04/2021.</p>	Complied

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7.7.6	<p><b>(C)</b> All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance</p>	Complied
7.7.7	<p><b>(C)</b> All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p>	Complied
<p><b>Criterion 7.8:</b> Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The operating units have established the water management plan. The plan focusing on:</p> <ol style="list-style-type: none"> <li>1. Peat Soils (for estates if any)</li> <li>2. Water for Consumption</li> <li>3. Domestic Wastewater</li> </ol> <p>Jendarata Estate</p> <p>The estate provided clean water to all the workers through own water treatment plan. The estate monitor the consumption of water on monthly basis. Reviewed monitoring records FY 2021 and todate as at May 2022.</p> <p>The estate monitor the consumption of water on monthly basis. Reviewed monitoring records FY 2021.</p>	Complied

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		<p>Domestic water quality analysis was conducted on monthly basis. Reviewed the latest analysis as per lab cert. no. WQA/2204/072 dated 21/04/2022. The results confirm with MOH Guidelines of Drinking Water Quality Standards, 2009.</p> <p>For peat area, to monitor the water level, the estate installed piezometer at ratio of 1:120 ha. Currently, 9 piezometer have been installed. The monitoring was conducted on monthly basis. Reviewed the monitoring records dated latest on 28/05/2022</p> <p>Tanarata Estate</p> <p>The estate provided clean water to all the workers through government water supply from Lembaga Air Perak. The estate monitor the consumption of water on monthly basis. Reviewed monitoring records FY 2021 and todate as at May 2022.</p> <p>For peat area, to monitor the water level, the estate installed piezometer at ratio of 1:120 ha. Currently, 8 piezometer have been installed. Reviewed monitoring records started from March till todate as at May 2022.</p> <p>Seri Pelangi Estate</p> <p>The estate provided clean water to all the workers through government water supply from Lembaga Air Perak. The estate monitor the consumption of water on monthly basis. Reviewed monitoring records FY 2021 and todate as at May 2022.</p> <p>The estate monitor the rainfall and submitted to the Research department on monthly basis. Reviewed the data recorded for the month of March, April and May 2022.</p> <p>To maintain appropriate water level, the estate monitor the water level on daily basis and control the water level using sluice gate.</p>	
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		<p>Reviewed the water level monitoring records FY 2022 as todate May 2022.</p> <p>Jendarata POM</p> <p>The estate provided clean water to all the workers through own water treatment plan. The estate monitor the consumption of water on monthly basis. Reviewed monitoring records FY 2021 and todate as at May 2022.</p> <p>The estate monitor the consumption of water on monthly basis. Reviewed monitoring records FY 2021.</p> <p>Domestic water quality analysis was conducted on monthly basis. Reviewed the latest analysis as per lab report no. LW/0422/0581(2) dated 12/04/2022. The results confirm with MOH Guidelines of Drinking Water Quality Standards, 2009.</p>													
<p>7.8.2</p>	<p><b>(C)</b> Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Water courses and wetlands are protected including maintaining and restoring appropriate riparian buffer zones. The guidelines are detailed in the SOP No 12: Protection of River Reserves (Riparian &amp; Buffer Zone). The buffer zones established are as following:</p> <table border="1" data-bbox="1205 1011 1863 1388"> <thead> <tr> <th>River width (m)</th> <th>Buffer zone width (m)</th> </tr> </thead> <tbody> <tr> <td>1 – 5</td> <td>5</td> </tr> <tr> <td>5 – 10</td> <td>10</td> </tr> <tr> <td>10 – 20</td> <td>20</td> </tr> <tr> <td>20 – 40</td> <td>40</td> </tr> <tr> <td>&gt; 40</td> <td>50</td> </tr> </tbody> </table>	River width (m)	Buffer zone width (m)	1 – 5	5	5 – 10	10	10 – 20	20	20 – 40	40	> 40	50	<p>Complied</p>
River width (m)	Buffer zone width (m)														
1 – 5	5														
5 – 10	10														
10 – 20	20														
20 – 40	40														
> 40	50														

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		<p><b>Jendarata Estate</b>  Sighted the riparian buffer zone for Sungai Bernam which flow along to the estate boundary, the vegetation was well maintained and no evidence of chemical application at the area.  The estate conducted river water analysis on annually basis. Reviewed the latest analysis conducted on 14/10/2021. The results confirmed with NWQS Class III.</p> <p><b>Tanarata Estate</b>  Sighted the riparian buffer zone for Sungai Sungkai Mati which flow along to the estate boundary, the vegetation was well maintained and no evidence of chemical application at the area.  The estate conducted the river water sampling on annually basis. Reviewed the water sampling reports conducted on 04/06/2021. The results confirmed with NWQS Class III.</p> <p><b>Seri Pelangi Estate</b>  No natural river flow through the estates of along the estate boundary.  The estate conducted the river water sampling for Sungai Sungkai which located in the neighboring estates. The water sampling was conducted on annually basis. Reviewed the water sampling reports conducted on 19/1-0/2021. The results confirmed with NWQS Class III.</p> <p>Noted during interview for sprayer and fertilizer applicator for all estates visited show the understanding on prohibition of chemical</p>	
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		<p>application at riparian buffer zone area. The estates has erected signboard on prohibition of fishing, hunting, swimming and trespassing in the area.</p>																									
<p>7.8.3</p>	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.          - Minor compliance -</p>	<p>Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. Monthly and quarterly report was submitted to DOE accordingly. Reviewed the Quarterly Return Form to DOE as follows:</p> <p>4<sup>th</sup> quarter 2021:</p> <table border="1" data-bbox="1256 678 1809 1141"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Oct</td> <td>BOD</td> <td>591.00</td> </tr> <tr> <td>pH</td> <td>8.15</td> </tr> <tr> <td rowspan="2">Nov</td> <td>BOD</td> <td>444.00</td> </tr> <tr> <td>pH</td> <td>8.29</td> </tr> <tr> <td rowspan="2">Dec</td> <td>BOD</td> <td>4.72</td> </tr> <tr> <td>pH</td> <td>8.11</td> </tr> </tbody> </table> <p>1<sup>st</sup> quarter 2022:</p> <table border="1" data-bbox="1256 1230 1809 1359"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>BOD</td> <td>470.00</td> </tr> </tbody> </table>	Month	Parameter	Results	Oct	BOD	591.00	pH	8.15	Nov	BOD	444.00	pH	8.29	Dec	BOD	4.72	pH	8.11	Month	Parameter	Results	Jan	BOD	470.00	<p>Complied</p>
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Feb	BOD	472.00																														
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.          - Minor compliance -</p>	<p>The mill monitors the water consumption/FFB on monthly basis. Reviewed the monitoring records as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2">Month</th> <th colspan="2">Water consumption per FFB processed (L/FFB)</th> </tr> <tr> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>1.46</td> <td>1.86</td> </tr> <tr> <td>Feb</td> <td>1.51</td> <td>1.79</td> </tr> <tr> <td>Mar</td> <td>1.57</td> <td>1.98</td> </tr> <tr> <td>Apr</td> <td>1.62</td> <td>1.81</td> </tr> <tr> <td>May</td> <td>1.74</td> <td>1.74</td> </tr> <tr> <td>Jun</td> <td>1.94</td> <td>N/A</td> </tr> <tr> <td>Jul</td> <td>1.76</td> <td>N/A</td> </tr> <tr> <td>Aug</td> <td>1.74</td> <td>N/A</td> </tr> </tbody> </table>	Month	Water consumption per FFB processed (L/FFB)		2021	2022	Jan	1.46	1.86	Feb	1.51	1.79	Mar	1.57	1.98	Apr	1.62	1.81	May	1.74	1.74	Jun	1.94	N/A	Jul	1.76	N/A	Aug	1.74	N/A	Complied
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			<table border="1"> <tr> <td>Sep</td> <td>1.99</td> <td>N/A</td> </tr> <tr> <td>Oct</td> <td>1.99</td> <td>N/A</td> </tr> <tr> <td>Nov</td> <td>2.06</td> <td>N/A</td> </tr> <tr> <td>Dec</td> <td>1.89</td> <td>N/A</td> </tr> <tr> <td>Total</td> <td>1.77</td> <td>1.83</td> </tr> </table>	Sep	1.99	N/A	Oct	1.99	N/A	Nov	2.06	N/A	Dec	1.89	N/A	Total	1.77	1.83	
Sep	1.99	N/A																	
Oct	1.99	N/A																	
Nov	2.06	N/A																	
Dec	1.89	N/A																	
Total	1.77	1.83																	
<b>Criterion 7.9:</b> Efficiency of fossil fuel use and the use of renewable energy is optimised																			
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>The estates visited had maintain the monthly monitoring records of fossil fuel usage and established management plan to assess the usage of the fossil fuel and efficiency of usage documented in the Continuous Improvement Plan.</p> <p>Monthly record of energy consumption for non-renewable and sources were kept and documented. It is monitored to optimize use of renewable energy. Reviewed the records FY 2022 and todate May 2022.</p> <p>The mill use renewable fuel from recycling of fibre and shell for their boiler fuel. Reviewed the fibre and shell utilization FY 2021 recorded at 17,715.05MT and 10,333.78 MT respectively.</p>		Complied															
<b>Criterion 7.10:</b> Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.																			
7.10.1	<p><b>(C)</b> GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Identification of significant pollutants and greenhouse gas (GHG) emissions has been done e.g. POME, diesel/fuel and fertilizer. Their usage has been recorded and documented at each of the operating units. The plan to reduce or minimise the GHG emission has been</p>		Complied															

		<p>established and incorporated with its plan to prevent pollution. Among the action plans were:</p> <ul style="list-style-type: none"> <li>• To optimise the usage of diesel</li> <li>• To ensure efficiency of ETP by not processing FFB more than licensed limit</li> <li>• To conduct training to the employees on chemical handling</li> </ul> <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was accurate.</p>	
7.10.2	<p><b>(C)</b> Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).          - Critical (Major) compliance -</p>	<p>No development within Jendarata Certification Unit since 2014.</p>	Complied
7.10.3	<p><b>(C)</b> Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.          - Critical (Major) compliance -</p>	<p>Significant pollutants identification was conducted during environmental impact assessment and base on the compliance scheduled issued by the DOE and plans are documented under environmental management plan. Implementation of plan is being monitored by appointed person in charge with target of time frame for completion.</p> <p>Sighted the sampled implementation of the management plan as follows:</p> <ol style="list-style-type: none"> <li>1. The mill conducted Stack sampling as per requirement stated in the compliance schedule for DOE license and contradiction license. Sighted the sample stack sampling as follows:             <ul style="list-style-type: none"> <li>• 2<sup>nd</sup> half 2021</li> </ul> </li> </ol>	Complied

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		<p>Report no: RT033/2021/034          Monitoring date: 29/11/2021          Result: 138 mg/m<sup>3</sup> at 12% CO<sub>2</sub>, conform to permissible limit at 150 mg/m<sup>3</sup>.</p> <ul style="list-style-type: none"> <li>1<sup>st</sup> half 2022            Report no: RT051/2022/021            Monitoring date: 05/06/2022            Result: 114 mg/m<sup>3</sup> at 12% CO<sub>2</sub>, conform to permissible limit at 150 mg/m<sup>3</sup>.</li> </ul> <p>2. The mill conducted third party Environmental Audit twice a year as required in the compliance schedule. Reviewed the report for audit conducted on 21/12/2021 as per report ref. no. DPKR/1221/5051 dated 04/01/2022 and on 11/05/2022 as per report ref. no. DPKR/0522/5243 dated 25/05/2022.</p>	
<b>Criterion 7.11:</b> Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<b>(C)</b> Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	There was no land prepared by burning as sighted in the estate in line with the Environment and Biodiversity Policy signed by the Chief Executive Director dated 08/03/2021.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	The fire prevention procedure have been established to ensure no fire breakout happen in estate. Fire drill and fire extinguishing training for emergency team in collaboration with local authority.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	The management already approach the stakeholder during stakeholder consultation meeting regarding to fire prevention and control measure.	Complied
<b>Criterion 7.12:</b> Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			

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<p>7.12.1</p>	<p><b>(C)</b> Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and land clearing since 15 November 2018.</p>	<p>Complied</p>
<p>7.12.2</p>	<p><b>(C)</b> HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p><b>PROCEDURAL NOTE:</b>          Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>UPB has appointed Wild Asia to conduct the HCV assessment as per report titled Conservation Assessment of United Plantation Perak Estates Conservation Values &amp; Recommendations; A Report Prepared by Wild Asia; Wild Asia’s Sustainable Agriculture Initiative dated: 14/01/2008. Base on the HCV area identified during the assessment, the estates has established HCV Management Plan. The estates has also the identified Set-Aside Conservation Area in the estates.</p> <p>Jendarata Estate</p> <p>The estate has conducted in house HCV assessment on 27/05/2022 as per report titled United Plantations Berhad, Jendarata Estate, In-house Assessment for the Identification of High Conservation Values.</p> <p>Base on the report, the estate has identified Sg. Bernam riparian zone as HCV area under category 4. The estate has also identified Sentang Park as Set-Aside Conservation Area.</p> <p>Visited the HCV identified at the riparian buffer zone for Sungai Bernam, the vegetation was well maintained and no evidence of chemical application at the area. The estates has erected signboard on prohibition of fishing, hunting, swimming and trespassing in the area.</p>	<p>Complied</p>

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		<p>The estate conducted river water analysis on annually basis. Reviewed the latest analysis conducted on 14/10/2021. The results confirmed with NWQS Class III.</p> <p>Tanarata Estate</p> <p>UPB has appointed Sabarinah and Associates Sdn. Bhd. to conduct the HCV assessment on 27 – 29/10/2021. Refer report titled Report on High Conservation Value Area for Tanarata Estate, Unite Plantations Berhad, Teluk Intan, Perak. Base on the report, possible presence of HCV 4, buffer zone of Sg. Sungkai @ 0.56 ha. The estate has also established a Set-Aside Conservation Area @ 58.25 ha.</p> <p>Visited the potential HCV identified at the riparian buffer zone for Sungai Sungkai, the estates has erected signboard on prohibition of fishing, hunting, swimming and trespassing in the area. No evidence of chemicals application in the area and the vegetation along the buffer zone was left untouched.</p> <p>The estate conducted the river water sampling on annually basis. Reviewed the water sampling reports conducted on 04/06/2021. The results confirmed with NWQS Class III.</p> <p>Seri Pelangi Estate</p> <p>The estate has conducted in house HCV assessment on 10/08/2020 as per report titled United Plantations Berhad, Seri Pelangi Estate, In-house Assessment for the Identification of High Conservation Values.</p> <p>Based on the reports, no HCV area were identified in Seri Pelangi Estate. However, the estate has identified Bengang Canal which flow through the estate as Set-Aside Conservation Area.</p>	
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7.12.3	<i>Indicator is not applicable in Malaysia context</i>		Not Applicable
7.12.4	<p><b>(C)</b> Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	The estates has established HCV management plan for the HCV identified during assessment conducted. The management plan focus on Conservation Status of Flora and Fauna, Human and Wildlife Conflict, Periodical Monitoring, Pollution Waterway, No disturbance to the Buffer zone and set aside area, Stakeholder engagement, and training for personnel and employee.	Complied
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	No HCV with existing rights of local communities have been identified in the HCV reports.	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	The estates management continue to promote awareness on HCV/RTE to the workers during morning briefing and training. Sighted at several strategic places in the estates visited such as office compound, muster ground, housing area and HCV area, signage on prohibition of capture, harm, collect or kill RTE species are erected.	Complied

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<p>7.12.7</p>	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The estates visited continuously conducted monitoring and observation at the HCV area and the Set-Aside Conservation Area.</p> <p><b>Jendarata Estate</b></p> <p>The estate conducted HCV monitoring on monthly basis and documented in HCV/Conservation Area Monitoring Checklist. The observation includes wildlife presence, signboard, soil erosion, encroachment/ hunting, chemical spraying, manuring and other pollution. Reviewed the monitoring records dated 27/05/2022, 03/05/2022, 05/04/2022, 03/03/2022 and 05/02/2022.</p> <p><b>Tanarata Estate</b></p> <p>The estate continuously monitored the presence of wildlife in the estate recorded in the Tanarata Estate Wildlife Sighting Book. Reviewed the animal sighting records dated 11/02/2021, 25/10/2021, 07/12/2021, 02/02/2022 and 07/02 2022. Among the wildlife sighted in the estate such as cobra, monkey, turtle, kingfisher, otter, wild boar, leopard cat, egret and python.</p> <p><b>Seri Pelangi Estate</b></p> <p>The estate monitored the condition of Set-Aside Conservation Area at the Bengang Canal on monthly basis. Reviewed the monitoring records dated 03/01/2022, 02/02/2022, 04/05/2022 and 02/06/2022.</p> <p>The estate continuously monitored the presence of wildlife in the estate recorded in the Seri Pelangi Estate Wildlife Sighting Book. Reviewed the animal sighting records dated 13/02/2022, 25/04/2022 and 11/05/2022. Among the wildlife sighted in the estate such as cobra, stork, hornbill, python, eagle and wild boar.</p>	<p>Complied</p>
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7.12.8	<p><b>(C)</b> Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>No land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018.</p>	<p>Complied</p>
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**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in **2020** for Jendarata POM and supply base was calculated using the PalmGHG Calculator version 4. 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 **2020** for **Jendarata POM** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	3.11
PKO	3.11

Extraction	%
OER	22.35
KER	4.75

Production	t/yr
FFB Process	68,252.34
CPO Produced	30,514.52
PKO Produced	6846.34

Land Use	Ha
OP Planted Area	5443.32
OP Planted on peat	1093.68
Conservation (forested)	0.00
Conservation (non-forested)	0
<b>Total</b>	<b>6537.00</b>

**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	51431.60	0.46	13120.85	0.52	0	0	64,552.45	0.44
CO <sub>2</sub> Emission from fertilizer	21065.41	0.28	1571.31	0.06	0	0	32636.73	0.23
NO <sub>2</sub> Emission	16,166.09	0.14	1654.74	1.25	0	0	17,820.84	0.09
Fuel Consumption	1061.46	0.01	589.00	0.44	0	0	1650.46	0.01
Peat Oxidation	59,714.93	0.54	0	0	0	0	59714.93	0.21
<b>Sink</b>								
Crop Sequestration	-48,755.91	-0.44	-12441.74	-9.36	0.00	0.00	-61197.65	-0.42
Conservation Sequestration	-21.96	0.00	0.00	0.00	0.00	0.00	-21.96	0.00
<b>Total</b>	<b>110683.59</b>	<b>1.00</b>	<b>4494.16</b>	<b>0.18</b>	0.00	0.00	<b>115177.75</b>	0.56

\*Note: Includes both estates and smallholders

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**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	16,48.52	0.01
Fuel Consumption	166.17	0.00
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	-1940.50	-0.01
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>-125.80</b>	<b>0.00</b>

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

Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

\*This mill has no kernel crusher operation.

<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	0.00
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	100.00

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The GHG emissions that were produced in **2021** for Jendarata POM and supply base was calculated using the PalmGHG Calculator version 4. 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 **2021** for **Jendarata POM** and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	2.06
PKO	0.00

Extraction	%
OER	22.50
KER	4.59

Production	t/yr
FFB Process	147,626
CPO Produced	33,223
PKO Produced	6,775

Land Use	Ha
OP Planted Area	9286.00
OP Planted on peat	573.32
Conservation (forested)	99.00
Conservation (non-forested)	0
<b>Total</b>	<b>9958.32</b>

**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	52126.91	0.43	13120.85	0.49	0	0	65247	0.44
CO <sub>2</sub> Emission from fertilizer	32369.34	0.27	1314.13	0.05	0	0	33683.48	0.23
NO <sub>2</sub> Emission	11,784.48	0.08	803.50	0.60	0	0	12,587.98	0.09
Fuel Consumption	10411.25	0.01	234.27	0.01	0	0	1275.52	0.01
Peat Oxidation	31303.27	0.2	0	0	0	0	31303.27	0.21
<b>Sink</b>								
Crop Sequestration	-49414.84	-0.41	-12441.74	-9.36	0.00	0.00	-61856.58	-0.42
Conservation Sequestration	-21.96	0.00	0.00	0.00	0.00	0.00	-21.96	0.00
<b>Total</b>	<b>79188.41</b>	<b>0.65</b>	<b>3031.02</b>	<b>0.11</b>	0.00	0.00	<b>82219.13</b>	0.56

\*Note: Includes both estates and smallholders

**Summary of Mill Emission and Credit**

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	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	2,471.65	0.02
Fuel Consumption	176.45	0.00
Grid Electricity Utilization	0.00	0.00
<b>Credit</b>		
Export of Grid Electricity	-2,230.45	-0.02
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
<b>Total</b>	<b>417.65</b>	<b>0.00</b>

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

Emissions	tCO <sub>2</sub> e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
<b>Total Crusher emissions</b>	<b>0.00</b>

\*This mill has no kernel crusher operation.

<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

<b>POME Diverted to Anaerobic Digestion:</b>	
Divert to anaerobic pond (%)	0.00
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	100.00

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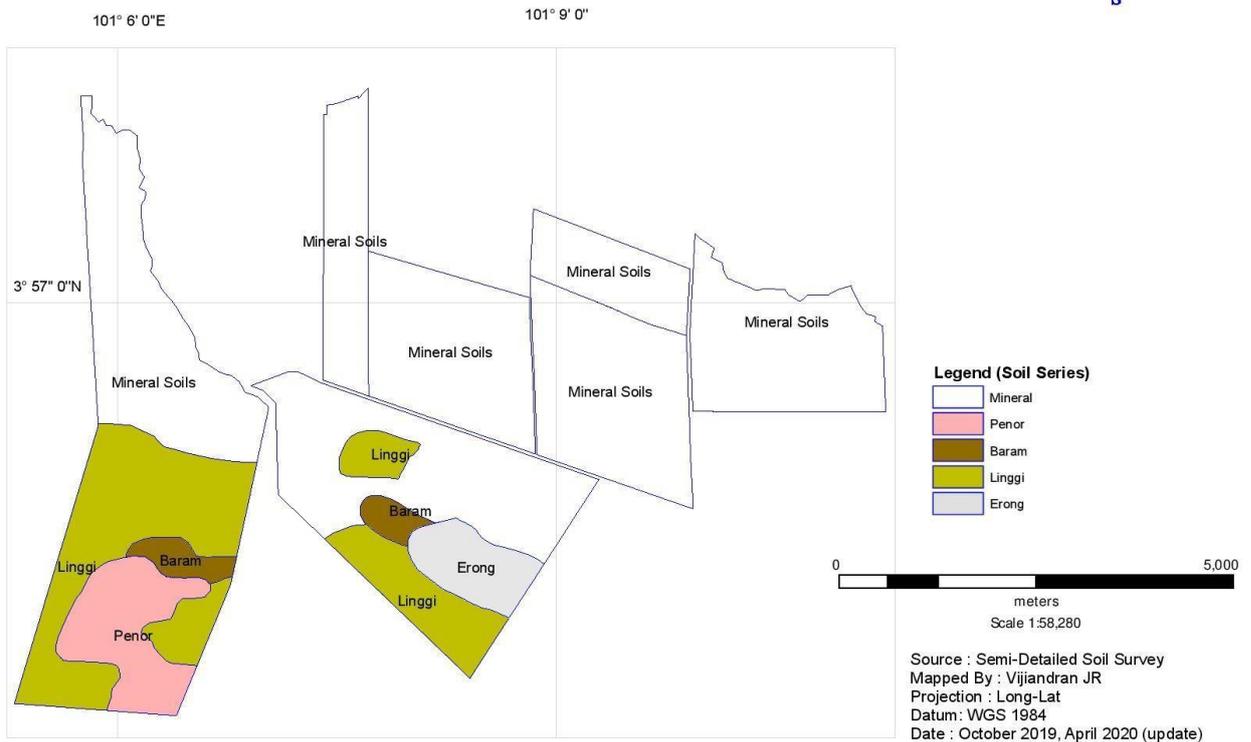
**Appendix C: Location Map of Certification Unit and Supply bases**



**Appendix D: Estate Field Map**



Peat Soil Map - Tanarata Estate (Updated April 2020)  
United Plantations Berhad

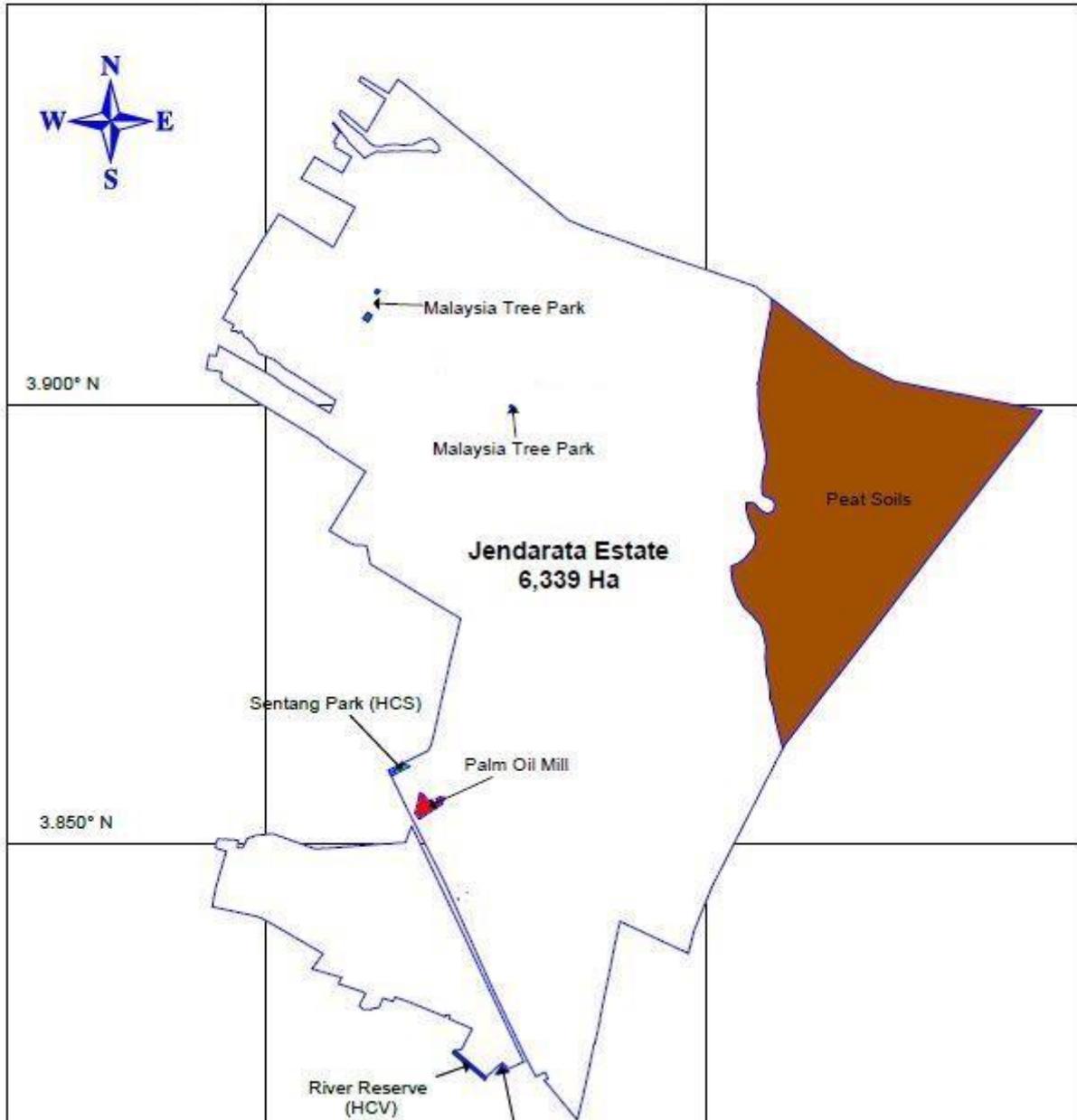




United Plantations Berhad  
Jendarata Estate

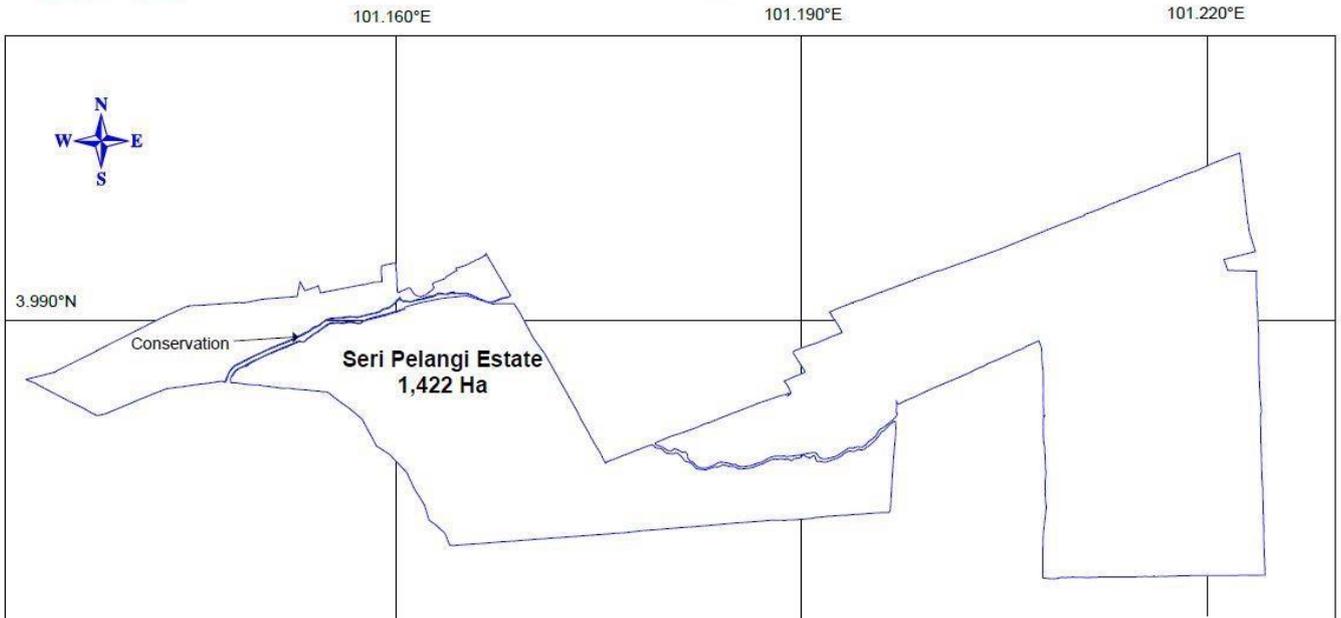
100.950° E

101.000° E





United Plantations Berhad  
Seri Pelangi Estate





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#### 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
UPB	United Plantation Berhad