

**RSPO PRINCIPLE AND CRITERIA  
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment (4)**
- Recertification Assessment (Choose an item.)**
- Extension of Scope**

<p><b>Client Company Name / Parent Company:  FGV Holdings Berhad</b></p>
<p>Client Company / Parent Company Address:  FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.</p>
<p>Certification Unit:  <b>FGV Palm Industries Sdn. Bhd. – Kulai Palm Oil Mill</b></p> <p>Location of Certification Unit:  FELDA Taib Andak, Kulai 81000, Johor, Malaysia</p>
<p>Date of Final Report:  08/02/2023</p>

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### Section 1: Scope of the Assessment

1. Company Details			
<b>Parent Company</b>	FGV Holdings Berhad		
<b>RSPO Membership Number</b>	1-0225-16-000-00	<b>Membership Approval Date</b>	27/12/2016
<b>Address</b>	FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.		
<b>Palm Oil Mill / Group Manager / Estate (Certification Unit)</b>	FGV Palm Industries Sdn. Bhd. – Kulai Palm Oil Mill		
<b>Location / Address</b>	FELDA Taib Andak, Kulai 81000, Johor, Malaysia.		
<b>Website</b>	<a href="http://www.fgvholdings.com">http://www.fgvholdings.com</a>		
<b>Management Representative</b>	Ameer Izyanif Bin Hamzah	<b>E-mail</b>	<a href="mailto:ameer.h@fgvholdings.com">ameer.h@fgvholdings.com</a>
<b>Telephone</b>	03-27890497	<b>Facsimile</b>	03-27890440

2. Certification Information			
<b>Certificate Number</b>	RSPO 693237	<b>Certificate Start Date</b>	19/02/2019
<b>Date of First Certification</b>	19/02/2019	<b>Certificate Expiry Date</b>	18/02/2024
<b>Scope of Certification</b>	Production of Palm Oil and Palm Kernel		
<b>Visit Objectives</b>	The objective of the assessment was to conduct an annual surveillance assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's 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 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
<b>Applicable Standards / Normative Reference</b>	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <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 type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	<b>Mill Capacity</b>	54 ton/hour
<b>ISH certification Phase</b>	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
<b>Is this a remote audit or on-site audit</b>	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693239	Malaysian Sustainable Palm Oil Part3: General principles for Plantations and Organized Smallholders	BSI Services Malaysia Sdn. Bhd.	11/06/2024
MSPO 693238	Malaysian Sustainable Palm Oil Part 4: General Principles for Palm Oil Mills	BSI Services Malaysia Sdn. Bhd.	11/06/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Kulai Palm Oil Mill	FGV Palm Industries Sdn Bhd (FGVPISB), Kilang Sawit Kulai, FELDA Taib Andak 81000 Kulai, Johor, Malaysia	1° 44' 21.00" N	103° 38' 50.00" E
FGV AS Bukit Besar/ Taib Andak Estate	FGV Agri Services Sdn Bhd, Stesen Penyelidikan Bukit Besar, 81450 Kulai, Johor, Malaysia	1° 44' 31.00" N	103° 38' 48.00" 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
FGV AS Bukit Besar/ Taib Andak Estate	52.60	0.00	3.31	55.91	94.08
<b>Total</b>	<b>52.60</b>	<b>0.00</b>	<b>3.31</b>	<b>55.91</b>	<b>94.08</b>

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGV AS Bukit Besar/ Taib Andak Estate	0.00	52.60	0.00	0.00	52.60	0.00
<b>Total (ha)</b>	<b>0.00</b>	<b>52.60</b>	<b>0.00</b>	<b>0.00</b>	<b>52.60</b>	<b>0.00</b>

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

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<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 (Feb 22 – Jan 23)</b>	<b>Actual (Nov 21 – Oct 22)</b>		<b>Forecast (Feb 23 – Jan 24)</b>
		Previous license period (Nov 21 – Jan 22)	Current license period (Feb 22 – Oct 22)	
FGV AS Bukit Besar/ Taib Andak Estate	1,450.00	234.94	520.90	1,181.00
<b>Total</b>	<b>1,450.00</b>	<b>755.84</b>		<b>1,181.00</b>

<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 (Feb 22 – Jan 23)</b>	<b>Actual (Nov 21 – Oct 22)</b>		<b>Forecast (Feb 23 – Jan 24)</b>
		Previous license period (Nov 21 – Jan 22)	Current license period (Feb 22 – Oct 22)	
N/A		N/A	N/A	
<b>Total</b>		<b>N/A</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 (Feb 22 – Jan 23)</b>	<b>Actual (Nov 21 – Oct 22)</b>		<b>Forecast (Feb 23 – Jan 24)</b>
		Previous license period (Nov 21 – Jan 22)	Current license period (Feb 22 – Oct 22)	
Estates/ Smallholders / Collection Centres	N/A	29,865.03	105,536.21	N/A
<b>Total</b>	<b>N/A</b>	<b>135,401.24</b>		<b>N/A</b>

<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	Nov 2021	106.63	11,572.21	11,678.84
2	Dec 2021	75.40	9,861.96	9,937.36
3	Jan 2022	52.91	8,430.86	8,483.77
4	Feb 2022	64.80	8,348.44	8,413.24
5	Mac 2022	99.79	9,948.29	10,048.08

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6	Apr 2022	113.05	10,547.58	10,660.63
7	May 2022	120.42	11,801.89	11,922.31
8	June 2022	122.84	12,638.63	12,761.47
9	July 2022	-	11,435.95	11,435.95
10	Aug 2022	-	13,176.36	13,176.36
11	Sept 2022	-	13,215.65	13,215.65
12	Oct 2022	-	14,423.42	14,423.42
<b>TOTAL</b>		<b>755.84</b>	<b>135,401.24</b>	<b>136,157.08</b>

**Note:**

Due to FGV system error unable to capture the certified product, production from July 2022 until Oct 2022 is considered uncertified / non-compliance product.

**10. Summary of Certified Tonnage (MT) (not applicable for ISS)**

Estimated last year (Feb 22 – Jan 23)	Actual (Nov 21 – Oct 22)		Forecast (Feb 23 – Jan 24)
	Previous license period (Nov 21 – Jan 22)	Current license period (Feb 22 – Oct 22)	
<b>FFB</b>	<b>FFB</b>		<b>FFB</b>
1,450.00 mt	234.94 mt	520.90 mt	1,181.00 mt
	<b>TOTAL</b>	755.84 mt	
<b>CPO (OER: 20.90 %)</b>	<b>CPO (OER: 20.77 %)</b>		<b>CPO (OER: 20.40 %)</b>
303.05 mt	49.35 mt	109.05 mt	241.00 mt
	<b>TOTAL</b>	158.40 mt	
<b>PK (KER: 5.80 %)</b>	<b>PK (KER: 5.60 %)</b>		<b>PK (KER: 5.50 %)</b>
84.10 mt	13.48 mt	29.28 mt	65.00 mt
	<b>TOTAL</b>	42.76 mt	

**Note:** There is carry forward opening stock in Nov 2021 for CPO at 90.69 tons and PK at 28.78 tons

**10A. Monthly Records of Certified CPO & PK since the last audit**

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Nov-21	22.21	6.07
2	Dec-21	15.88	4.21
3	Jan-22	11.26	3.20
4	Feb-22	12.93	3.57
5	Mar-22	20.73	6.07
6	Apr-22	24.17	6.23

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7	May-22	24.53	6.48
8	Jun-22	26.69	6.93
9	Jul-22	0.00	0.00
10	Aug-22	0.00	0.00
11	Sep-22	0.00	0.00
12	Oct-22	0.00	0.00
<b>TOTAL</b>		<b>158.40</b>	<b>42.76</b>

**Note:**

Due to FGV system error unable to capture the certified product, production from July 2022 until Oct 2022 is considered uncertified / non-compliance product.

There is carry forward opening stock in Nov 2021 for CPO at 90.69 tons and PK at 28.78 tons

**11. Summary of Actual Volume sold**

**Current License period (Mac 22 – Oct 22)**

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
<b>CPO (MT)</b>	0.00	0.00	0.00	176.18	176.18
<b>PK (MT)</b>	14.69	0.00	0.00	0.00	14.69
<b>Credits</b>	0.00	0.00	0.00	0.00	0.00

**Previous License period (Nov 21 – Feb 22)**

<b>CPO (MT)</b>	0.00	0.00	0.00	74.43	74.43
<b>PK (MT)</b>	42.28	0.00	0.00	0.00	42.28
<b>Credits</b>	0.00	0.00	0.00	0.00	0.00

**Note:** There is carry forward opening stock in Nov 2021 for CPO at 90.69 tons and PK at 28.78 tons

**11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)**

No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	xxxx	TR-aexxxxxx	0.00	14.69
2	yyyyy	TR-CeXXXXXXXX	0.00	42.28
<b>TOTAL</b>			<b>0.00</b>	<b>56.97</b>

**Note:** There is carry forward opening stock in Nov 2021 for CPO at 90.69 tons and PK at 28.78 tons

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

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	AAAAA	74.43	0.00
2	BBBBBB	176.18	0.00
<b>TOTAL</b>		<b>250.61</b>	<b>0.00</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
	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated last year (not applicable)			Actual (not applicable)			Forecast (not applicable)		
	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			N/A			N/A			N/A
IS-CSPO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKO	N/A	N/A		N/A	N/A		N/A	N/A	
IS-CSPKE	N/A	N/A		N/A	N/A		N/A	N/A	
CSPK	N/A	N/A		N/A	N/A		N/A	N/A	

12A. Monthly Records of Certified CPO, PK & PKE (equivalent) produced since the last audit						
No.	Month - Year	FFB (MT)	Certified CPO (MT)	Certified PK (MT)	Certified PKO (MT)	Certified PKE (MT)
	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTAL</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</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 (not applicable)</b>							
<b>Credits</b>				N/A	N/A	N/A	N/A
<b>Physical</b>	N/A	N/A	N/A				
<b>Previous License period (not applicable)</b>							
<b>Credits</b>				N/A	N/A	N/A	N/A
<b>Physical</b>	N/A	N/A	N/A				

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)
	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTAL</b>			<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

## 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 **08 – 11/11/2022**. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on **18/01/2023**. The audit programs are included in Section 2.3.

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

The minimum sample size is four estates. Sample size for certification unit with more than four (4) estates were determined based on formula  $N = (\sqrt{y}) \times (z)$  where y is the number of estates and where z is the multiplier defined by risk assessment.

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

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

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

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.

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

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

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

<b>Assessment Program</b>					
<b>Name (Mill / Supply Base)</b>	<b>Year 1 (Certification)</b>	<b>Year 2 (ASA 1)</b>	<b>Year 3 (ASA 2)</b>	<b>Year 4 (ASA 3)</b>	<b>Year 5 (ASA 4)</b>
FGVPISB Kulai Palm Oil Mill	√	√	√	√	√
FGV AS Bukit Besar/ Taib Andak Estate	√	√	√	√	√

**Tentative Date of Next Visit: November 5, 2023 - November 8, 2023**

**Total Number of Mandays: 9.5 mandays**

**2.2 BSI Assessment Team**

<b>Name</b>	<b>Role</b>	<b>Competency</b>
Muhammad Fadzli Masran (MFM)	Team Leader	<p><b>Education:</b> Holds a Bachelor Degree in Forestry Science, University Putra Malaysia</p> <p><b>Work Experience:</b> He has more than 10 years working experience in palm oil estate as Assistant Manager managing operations and sustainability implementation experience including workers’ welfare, workers’ occupational, health &amp; safety, environment conservation and protection at buffer areas and continuous improvement management plans. He involved in internal auditing on ISO9001 and ISO14001 standards.</p> <p><b>Training attended:</b> He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course, Endorsed RSPO Lead Auditor Course, MSPO Lead Auditor Course, Endorsed RSPO Supply Chain Certification training course, MSPO Supply Chain Certification System (SCCS) Auditor training Course, CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course, HCV and GIS Training, RSPO P&amp;C Refresher Trainings and SMETA Requirements Training.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of Economic management plan, natural and biodiversity conservation, Waste management, Environment responsibility, environment impact assessment, GHG, HCV and RSPO supply chain requirements.</p>
Vijay Kanna Pakirisamy (VKP)	Team Member	<p><b>Education:</b> Holds a Bachelor Degree in Agribusiness Science Management with Honours, University Utara Malaysia.</p> <p><b>Work Experience:</b> He has 10 years’ experience in Oil Palm Estate Management in leading Oil Palm Companies such as KL Kepong Bhd, IOI Plantations and United Plantations. The last position held was Senior</p>

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		<p>Assistant Manager. His experience includes the day-to-day estate operations and ensured the implementation of RSPO, ISCC and MSPO certification. He has been an sustainable palm oil auditor since 2019.</p> <p><b>Training attended:</b> He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course, Endorsed RSPO P&amp;C Lead Auditor Course, Endorsed RSPO SCCS Lead Auditor Course, Endorsed MSPO Lead Auditor Course, HCV &amp; HCS Introductory Training, SMETA Requirements Training, RSPO Independent Smallholder (IHS) Auditor Training, and RSPO P&amp;C Refresher Training.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p> <p><b>Aspect covered in this audit:</b> During this assessment, he assessed on the aspects of Occupation Health Safety requirement, HIRARC, training, management plan, good agriculture practice, and RSPO supply chain requirements.</p>
Hafriazhar Mohd Mokhtar (HMM)	Team Member	<p><b>Education:</b> Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia</p> <p><b>Work Experience:</b> He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p><b>Training attended:</b> He has completed Social Auditing &amp; SMETA Training, HCV &amp; HCS Introductory Training, ISO 45001 LA Training, MSPO LA Training, Endorsed RSPO SCCS LA Training, Endorsed RSPO P&amp;C LA Training, ISO 9001 LA Training, ISO 50001 LA Training, ISO 14001 LA Training and RSPO Refresher Training.</p> <p><b>Language proficiency:</b> He is fluent in Bahasa Malaysia and English languages.</p> <p><b>Aspect covered in this audit:</b> During this assessment, she assessed the policy and commitment, social requirements, contract agreement, human rights, workers' welfare, stakeholder consultation, legal requirements, land &amp; legal issue</p>
	Peer Reviewer	<p><b>Education:</b> N/A</p> <p><b>Work Experience:</b> N/A</p> <p><b>Training attended:</b> N/A</p>

**Accompanying Persons:**

Name	Role
N/A	N/A

**2.3 Assessment Plan**

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

On-site Assessment

Date	Time	Subjects	MFM	HMM	VKP
Monday, 07/11/2022	PM	Auditors travel to Kulai and check in at Hotel.	√	√	√
Tuesday, 08/11/2022 FGV AS Bukit Besar/ Taib Andak Estate	0900 - 0930	Opening meeting: <ul style="list-style-type: none"> <li>Opening presentation by audit team leader</li> <li>Confirmation of assessment scope and finalize audit plan (including stakeholder’s consultation)</li> </ul>	√	√	√
	0930 - 1300	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.  Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Lunch break	√	√	√
	1400 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	1630 - 1700	Interim closing briefing	√	√	√
	Wednesday 09/11/2022 FGV AS Bukit Besar/ Taib Andak Estate  FGVPISB Kulai Palm Oil Mill	0900 - 1130	Continue 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.)	√	√
1130 - 1200		Interim closing briefing	√	√	√
1200 - 1400		Lunch and Travel to FGVPSIB Kulai Palm Oil Mill	√	√	√
1400 - 1630		Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
1630 - 1700		Interim closing briefing	√	√	√

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Date	Time	Subjects	MFM	HMM	VKP
Thursday 10/11/2022 FGVPISB Kulai Palm Oil Mill	0900 - 1300	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc.  Meeting with stakeholders (Government, village rep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300 - 1400	Lunch break	√	√	√
	1400 - 1630	Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	1630 - 1700	Interim closing briefing	√	√	√
Friday 11/11/2022	0900 - 1100	RSPO SCC general requirements, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	√	√	√
	1100 – 1130	Audit team discussion & preparation for closing meeting	√	√	√
	1130 - 1200	Closing briefing	√	√	√

**Major NC Close Out**

Date	Time	Subjects	MFM
Tuesday 17/01/2023	PM	Auditor Travelling	√
Wednesday 18/01/2023	09.00 – 09.15	Opening Meeting: Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan	√
	09.00 – 12.00	Verification on previous Major NC: 1. 2274388-202211-M1 2. 2274388-202211-M2 a. Site observation ,workers interview (individual and group session) if necessary b. Document review – implemented evidence	√
	12.00 – 13.00	Closing Meeting	√
	13.00	Auditor travel back	√

### Section 3: Assessment Findings

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

Requirement	Assessment	Compliance
<p>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>	<p>The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated April 2021 shows that the plan spans from year 2017 until 2023.</p>	<p>Complied</p>
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?            If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP below. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (<a href="https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings">https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings</a>)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV’s P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is</p>	<p>Complied</p>

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	lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.	
<p>Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>	No new acquisitions were recorded or in planning.	Complied
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV's P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p> <p>Other than that, another possible revision of the TBP involving:</p> <ul style="list-style-type: none"> <li>1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition.</li> <li>2. Mills and estates rationalization exercises effective June 2021.</li> </ul> <p>The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	Complied
<p>Have there been any changes to the time-bound plan since the last audit (both new</p>	<p>Changes to the time-bound plan since the last audit i.e. stretched to 2025 due to RSPO complaint panel</p>	Complied

<p>acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>on suspension of FGV. However, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVP estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	
<p>Have there been any isolated lapses in implementation of the plan? If yes a <b>Minor</b> non-compliance shall be raised</p>	<p>There are no lapses in implementation of the plan.</p>	<p>Complied</p>
<p>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</p>	<p>There are no fundamental failure in implementation of the plan.</p>	<p>Complied</p>
<p><b>Un-Certified Units or Holdings</b></p>		
<p>No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&amp;C criterion 7.12.</p>	<p>There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.</p>	<p>Complied</p>
<p>Any new plantings since January 1<sup>st</sup> 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVP Tembangu 05, Ladang FGVP Chegar Perah 02, Ladang FGVP Selendang 03 and Ladang FGVP Bukit Sagu 08 status HCVRN closed referred <a href="#">HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangu 05 Estate, Selendang 03 Estate, Malaysia   HCV Network</a>. This area proceed with land clearing. Did not go NPP as this is certified area.</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>No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVP Tenggaroh 12 and FGVP Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	<p>Complied</p>
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on</p>	<p>Complied</p>

<p>RSPO P&amp;C criterion 4.2</p>	<p>13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p>	
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	<p>Given the size of FGV’s operations and the large number of its mills and plantations, the socialization programme has been carried out in phases in different locations starting June 2019.</p> <p>These action plans are being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report is being reported quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: <a href="https://www.fgvholdings.com/sustainability/reports-updates/">https://www.fgvholdings.com/sustainability/reports-updates/</a>.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> <li>i. that the suspension of FGV’s P&amp;C certificate for Kilang Sawit Serting and its Supply Bases is lifted;</li> <li>ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations.</li> </ul> <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of latest development on 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
<p>Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&amp;C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&amp;C criterion 2.1 4.2,</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. See the</p>	<p>Complied</p>

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4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	internal audit done by Sustainability Compliance and Certification Department (SCCD).	
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?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

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

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

**Approved Time Bound Plan**

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>		
							Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selancar B</i>	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	Certified	2017	2017	2022	No		
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 02 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 03	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 04	Certified	2017	2017	2022	No		
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 05	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Bukit Sagu</i>	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 04	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 06	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 07	Certified	2017	2017	2022	No		
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 08	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Keratong 9</i>	Certified	2017	2017	2022			

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<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 05	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	Certified	2017	2017	2022	No		
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>	Certified	2017	2017	2022			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>	Certified	2017	2017	2022			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	Certified	2017	2017	2022	No		
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	Certified	2017	2017	2022	No		
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>	Certified	2017	2017	2022			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	Certified	2017	2017	2022	No		
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	Certified	2017	2017	2022	No		

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<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>	Certified	2017	2017	2022			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVPM Krau 02	Certified	2017	2017	2022	No		
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Hilir</i>	Certified	2017	2017	2022			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	Certified	2017	2017	2022	No		
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	Certified	2017	2017	2022	No		
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Triang</i>	Certified	2017	2017	2022	No		
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang 2	Certified	2017	2017	2022	No		
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang 4	Certified	2017	2017	2022	No		
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 1	Certified	2017	2017	2022	No		
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	Certified	2017	2017	2022	No		
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 01	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 04	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>	Certified	2017	2017	2022			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Telang 01	Certified	2017	2017	2022	No		

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	Certified	2017	2017	2022	No		
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	Certified	2017	2017	2022	No		
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>	Certified	2017	2017	2022			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	Certified	2017	2017	2022	No		
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	Certified	2017	2017	2022	No		
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>	Certified	2017	2017	2022			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	Certified	2017	2017	2022	No		
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	Certified	2017	2017	2022	No		
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>	Certified	2017	2017	2022	No		
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	Certified	2017	2017	2022	No		
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>	Certified	2017	2017	2022			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	Certified	2017	2017	2022	No		
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Terapai 01	Certified	2017	2017	2022	No		
<i>Kompleks Chiku</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chiku</i>	Certified	2018	2018	2022			
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM Chiku 04	Certified	2018	2018	2022	No		

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Kompleks Chiku	Malaysia	Ladang FGVPM Chiku 08	Certified	2018	2018	2022	No		
Kompleks Keratong 2	Malaysia	Kilang Sawit FGVPI Keratong 2	Certified	2018	2018	2022			
Kompleks Keratong 2	Malaysia	Ladang FGVPM Bera Selatan 03	Certified	2018	2018	2022	No		
Kompleks Keratong 3	Malaysia	Kilang Sawit FGVPI Keratong 3	Certified	2018	2018	2022			
Kompleks Keratong 3	Malaysia	Ladang FGVPM Keratong 11	Certified	2018	2018	2022	No		
Kompleks Kerteh	Malaysia	Kilang Sawit FGVPI Kerteh	Certified	2018	2018	2022			
Kompleks Kerteh	Malaysia	Ladang FGVPM Semaring 01	Certified	2018	2018	2022	No		
Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Kilang Sawit FGVPI Kota Gelanggi	Certified	2018	2018	2022			
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPPTR	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 5	Certified	2018	2018	2022	No		
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	Certified	2018	2018	2022	No		
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21	Certified	2018	2018	2022	No		
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	Certified	2018	2018	2022	No		
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli	Certified	2018	2018	2022	No		
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	Certified	2018	2018	2022	No		
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	Certified	2018	2018	2022	No		
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai	Certified	2018	2018	2022	No		
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	Certified	2018	2018	2022	No		
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela	Certified	2018	2018	2022	No		
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir	Certified	2018	2018	2022	No		

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Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	Certified	2018	2018	2022	No		
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	Certified	2018	2018	2022	No		
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang	Certified	2018	2018	2022	No		
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	Certified	2018	2018	2022	No		
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh	Certified	2018	2018	2022	No		
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	Certified	2018	2018	2022	No		
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	Certified	2018	2018	2022	No		
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 13	Certified	2018	2018	2022	No		
Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar	Certified	2018	2018	2022	No		
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	Certified	2018	2018	2022	No		
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha	Certified	2018	2018	2022	No		
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	Certified	2018	2018	2022	No		
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP

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Kompleks Aring A	Malaysia	Ladang FGVPM Aring 4	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 5	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 6	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 07 (LADANG RASIONALISASI)	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 8	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 10	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 1	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 2 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Serting Hilir 8	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Palong 17	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Palong 18	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Palong 19 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP

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Kompleks Serting	Malaysia	Ladang FGVPM Palong 20 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Palong 21	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVPI Jerangau Barat	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang GGVPM Sahabat 54	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	Not Certified				Yes	2023	Suspension New Certification by RSPO CP
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Tenggaraoh Timur	Malaysia	Kilang Sawit FGVPI Tenggaraoh Timur	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Tenggaraoh Timur	Malaysia	Ladang FGVPM Tenggaraoh Timur 02	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Tenggaraoh Timur	Malaysia	Ladang FGVPM Tenggaraoh 12	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
TEOPP Mill	Malaysia	North	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
TEOPP Mill	Malaysia	Central A	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
TEOPP Mill	Malaysia	Central B	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
TEOPP Mill	Malaysia	South	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP

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Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu	Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVPM Tawai 01	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVPM Lawin	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Kompleks Paloh	Malaysia	Ladang FGVPM Paloh	Certified				Yes	2025	Suspension New Certification by RSPO CP
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP

**3.3 Details of Nonconformities**

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

During this Assessment there were two (2) Critical; two (2) Minor nonconformities and two (2) Opportunity For Improvement raised. The FGVPIB Kulai Palm Oil Mill and Supply Base 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>	2274388-202211-M1	<b>Issued Date</b>	11/11/2022
<b>Due Date</b>	09/02/2023	<b>Closure Date</b>	31/01/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.4.3 - Critical		
<b>Statement of Nonconformity:</b>	The Environmental Management Plan established is not effectively implemented		
<b>Requirement Reference:</b>	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
<b>Objective Evidence:</b>	The mill has identified monsoon drain and pollution control device (oil trap) clogged/silted with dirt/sand/garbage as activities that have significant impacts. Sighted during site visit at monsoon drain near scheduled waste store, it was noted that the monsoon drain was clogged/silted. The water from the monsoon drain flow pass the oil trap to the field drain. It was also sighted that the contaminated water and residue from oil trap cleaning activities was left besides the oil trap.		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. The mill conducts the cleaning of clogged/silted monsoon drain immediately.</li> <li>2. The contaminated residue from oil trap cleaning were collected, stored and disposed accordingly</li> </ol>		
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>1. No regular monsoon drain cleaning schedule at Palm Oil Mill</li> <li>2. No monitoring from the supervisor in charge.</li> <li>3. The reviewed of the management plan conducted without feedbacks from the person in charge</li> <li>4. The training on monsoon drain cleaning work procedures was not effective</li> </ol>		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Established pictorial monsoon drain cleaning work procedures</li> <li>2. Appointed person in charge to conduct the cleaning in the monsoon drain and divided into sections</li> <li>3. Appointed the supervisors to monitor the cleanliness and conditions of the monsoon drain</li> <li>4. Preparing the cleaning schedule of the monsoon drain area in the factory</li> <li>5. Prepare completed check paper for monitoring of work done after completing the work.</li> <li>6. Conduct cleaning training at the monsoon drain area to mill workers</li> </ol>		

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	<ol style="list-style-type: none"> <li>7. Displaying monsoon pictorial drain cleaning work procedures for mill workers reference</li> <li>8. To includes results of monitoring of monsoon inspection in the environmental performance meeting. To includes the PIC and monitoring supervisor in the meetings</li> </ol>
<b>Assessment Conclusion:</b>	<p>Major Non-conformity verification visit.</p> <ol style="list-style-type: none"> <li>1. FGVPI FGVPI SB Kulai Palm Oil Mill has conducted training on monsoon drain cleaning on 12/01/2023</li> <li>2. The mill has established pictorial work procedure on monsoon drain cleaning and displayed at the monsoon drain area. The procedure were communicated to the workers during the training conducted.</li> <li>3. The mill has established monsoon drain cleaning scheduled FY 2023</li> <li>4. The mill has appointed PIC to ensure the monsoon drain always in good condition as per "Senarai semak kebersihan Zone 3-Monsun Drain". The Zone 3 leader conducted inspection on the monsoon drain on daily basis. Reviewed the inspection records for January 2023.</li> <li>5. Sighted during site visit the monsoon drain, the condition was satisfactory and the signage on pictorial work procedure on monsoon drain cleaning was displayed.</li> <li>6. The mill has clean up the monsoon drain. The waste from the cleaning was stored in the Scheduled Waste Store under SW 422. The inventory was notified to DOE through ESWISS. Reviewed the inventory in ESWISS for the month of November and December 2022.</li> <li>7. The workplace inspection report will be included in the environmental performance meeting agenda. Reviewed the agenda of minutes meeting to be conducted in February 2023.</li> </ol> <p>Based on the site verification documented evidences provided on 18/01/2023, in additional with the verification offsite on 31/01/2023 for additional of the CAP found verified to be sufficient to address the Major NC. Hence, Major NC closed on 31/01/2023.</p>

Non-conformity			
<b>NCR Ref #</b>	2274388-202211-M2	<b>Issued Date</b>	11/11/2022
<b>Due Date</b>	09/02/2023	<b>Closure Date</b>	31/01/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	3.6.1 – Critical		
<b>Statement of Nonconformity:</b>	The implementation and monitoring of risk control was not adequate		
<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>	<ol style="list-style-type: none"> <li>1. The implementation and monitoring of risk controls was not adequate. Evidence as below.               <ol style="list-style-type: none"> <li>a. Found rotating machinery parts were not properly concealed as seen the rotating parts had covers which were badly broken and eroded.</li> <li>b. Oxygen and Acetylene tanks that were used for welding works in the</li> </ol> </li> </ol>		

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	<p>mill were not equipped with flashback arrestors as a precaution against gas leaks.</p> <p>2. Annual audiometric testing was conducted on 25/06/2022 for 21 employees in from the mill at NIOSH. The results indicated that 16 workers had Standard Threshold Shift (STS) and required to undergo retest within 3 months (90 days) of the initial test. The retest was conducted on 05/11/2022 which has exceeded the 3 months period (131 days).</p>
<p><b>Corrections:</b></p>	<ol style="list-style-type: none"> <li>1. Reinstall the rotating machinery cover after the repair is completed.</li> <li>2. Installing the flashback arrestor on the Oxygen and Acetylene tank before it can be used.</li> <li>3. The factory management issued instructions/alerts to the safety committee to conduct immediate discussing audiometric issues without having to wait for the next safety meeting.</li> </ol>
<p><b>Root Cause Analysis:</b></p>	<ol style="list-style-type: none"> <li>1. No monitoring from the Head of Division after the completion of the machine repair work.</li> <li>2. The training on risk control established in the HIRARC was not effective.</li> <li>3. The monitoring on the results and recommendation from the risk assessment and monitoring test conducted was not effective.</li> </ol>
<p><b>Corrective Actions:</b></p>	<ol style="list-style-type: none"> <li>1. Monitoring of completion of work is carried out using the completed form of work certified by the head of the division.</li> <li>2. Conduct training to the officers involved and paste visual control on the working equipment.</li> <li>3. To include the risk control established in the HIRARC into work place inspection checklist</li> <li>4. To conduct training to the workers on on risk control established in the HIRARC on timely basis to ensure the satisfactory awareness</li> <li>5. To conduct the review on the results of audiometric test, medical surveillance and etc. by the Safety and Health committee once received the results</li> </ol>
<p><b>Assessment Conclusion:</b></p>	<p>Major Non-conformity verification visit.</p> <ol style="list-style-type: none"> <li>1. FGVPI FGVPI SB Kulai Palm Oil Mill has repaired and reinstalled all the rotating machinery cover as sighted during site visit at Boiler Station</li> <li>2. The mill monitor the completion of works and recorded in the "Laporan Kerosakan Mesin Form". The completion of work were approved by the foreman and verified by the Asst. Managers. Reviewed the form for repairing rotating machinery cover no. 1203 dated 15/11/2022.</li> <li>3. The mill has conducted training on the need for flashback arrestors on 12/01/2023.</li> <li>4. The mill has installed flashback arrestor at all Oxygen and Acetylene tank as sighted during site visit at the workshop, Continuous Sterilizer and Shredded Fiber Station. Noted during interview with workshop personnel, the understanding on importance of flashback arrestor was satisfactory.</li> <li>5. The mill has discussed on the results of audiometric test conducted on 25/06/2022 on Safety and Health committee meeting no. 03/2022 dated 27/09/2022. Reviewed the minutes meeting.</li> <li>6. The mill has included the audiometric test and retest in the Safety Legal Compliance Monitoring FY 2023.</li> </ol>

	<p>7. The mill Manager has issued an internal memo to all Safety and Health Committee members to conduct immediate discussing audiometric issues without having to wait for the next safety meeting as per memo dated 28/11/2022.</p> <p>Based on the site verification documented evidences provided on 18/01/2023, in additional with the verification offsite on 31/01/2023 for additional of the CAP found verified to be sufficient to address the Major NC. Hence, Major NC closed on 31/01/2023.</p>
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Non-conformity			
<b>NCR Ref #</b>	2274388-202211-N1	<b>Issued Date</b>	11/11/2022
<b>Due Date</b>	Open	<b>Closure Date</b>	Open
<b>Indicator &amp; Category (Critical / Minor)</b>	2.3.2 – Minor		
<b>Statement of Nonconformity:</b>	Information required for indirectly sourced FFB were not available.		
<b>Requirement Reference:</b>	For all indirectly sourced FFB, the unit of certification obtains from the collection centers, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
<b>Objective Evidence:</b>	For indirectly source of FFB received from collection center, the mill is still in progress to acquire the geolocation information from the collection centre and all information has not been obtained yet. Hence a minor nonconformity was raised.		
<b>Corrections:</b>	Filling in the supplier information including indirect suppliers in the form provided		
<b>Root Cause Analysis:</b>	Lack of cooperation to obtain the information needed from FFB suppliers especially indirect suppliers.		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. Conduct meetings and briefings with FFB suppliers to obtain the necessary information.</li> <li>2. To conduct due diligence monitoring to all FFB suppliers especially indirect suppliers.</li> <li>3. To work with FGV Trading by conducting programs with all outside FFB suppliers to obtain the indirect suppliers information.</li> </ol>		
<b>Assessment Conclusion:</b>	The Corrective action Plan submitted found adequate to addressed the non-conformity raised. The effectiveness of the implementation will assessed during next assessment.		

Non-conformity			
<b>NCR Ref #</b>	2274388-202211-N2	<b>Issued Date</b>	11/11/2022
<b>Due Date</b>	Open	<b>Closure Date</b>	Open
<b>Indicator &amp; Category (Critical / Minor)</b>	7.3.2 - Minor		
<b>Statement of Nonconformity:</b>	The proper disposal of scheduled was not demonstrated		

<b>Requirement Reference:</b>	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.
<b>Objective Evidence:</b>	During the site visit, the audit team found 2 unit of fluorescent lamp was dumped in a bin at a workshop area. Further investigation on the Scheduled Waste Inventory and disposal records, no records of SW 110 were found. This show the proper disposal of scheduled was not demonstrated.
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>1. Carry out identification of scheduled waste using the identification form of waste at the Kulai palm oil mill.</li> <li>2. The fluorescent lamp was collected and stored in the scheduled waste store under SW 110</li> </ol>
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>1. Waste identification was not effective as the fluorescent lamp was not identified as scheduled waste in the waste identification</li> <li>2. Waste identification and management training conducted was not effective</li> </ol>
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>1. To include the identification of waste, waste management and proper disposal of waste in environmental meeting and management review meeting</li> <li>2. To conduct awareness training to all workers on the waste category and proper disposal method</li> <li>3. To appoint Person in Charge to ensure the proper disposal of waste</li> </ol>
<b>Assessment Conclusion:</b>	The Corrective action Plan submitted found adequate to addressed the non-conformity raised. The effectiveness of the implementation will assessed during next assessment.

<b>Opportunity for Improvements</b>	
<b>OFI #</b>	<b>Description</b>
2274388-202211-I1	Clause 6.2.1 Provision and explanation of pay slip documentation to the workers in FGV AS Bukit Besar/ Taib Andak Estate could be improved further.
2274388-202211-I2	Clause 6.2.4 Reporting of workers housing inspection conducted by person in-charge of FGVPISB Kulai Palm Oil Mill could be enhance further.

<b>Positive Findings</b>	
<b>PF #</b>	<b>Description</b>
<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 all estates.
<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>	2127459-202111-M1	<b>Issued Date</b>	11/11/2021
<b>Due Date</b>	08/02/2022	<b>Closure Date</b>	21/12/2021
<b>Indicator &amp; Category (Critical / Minor)</b>	3.8.7 Critical		
<b>Statement of Nonconformity:</b>	The mill has yet to inform the CB immediately for overproduction of projected certified tonnage.		
<b>Requirement Reference:</b>	Purchasing and Goods In i) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.		
<b>Objective Evidence:</b>	There was 5.86 MT of PK overproduced as the forecast volume from February 2021 – January 2022 was 60.27 MT and the actual volume from February 2021 to October 2021 was 66.13 MT. There was no volume extension requested to CB sighted.		
<b>Corrections:</b>	Requested to SCCD to increase the projected certified tonnage and then forwarded to the CB for further action.		
<b>Root Cause Analysis:</b>	No checking mechanism on the overproduction monitoring on the certified tonnage projected.		
<b>Corrective Actions:</b>	Inspection of stock report every month by the weighing bridge Clerk at the end of each month and confirmed by the Assistant Manager and to compare with the certified tonnage projected.		
<b>Assessment Conclusion:</b>	<p>The Sustainability Team has requested for volume extension to BSI on 23/11/2021 and the email correspondence was sighted. Total volume of extension for FFB is 1,750 MT, CSPO is 380 MT and CSPK is 97 MT.</p> <p>Besides, appointment letter to Weighbridge Clerk dated 01/12/2021 was available to appoint her as officer to monitor the production of CPO and PK for RSPO/ RSPO. Her role is to monitor if there is any over production of CPO and PK and inform to the management. A monitoring form for production of RSPO product was established to monitor the production of CPO and PK for the license period to ensure no overproduction occur. If there is a 75% exceeded the volume of license period, the Weighbridge Clerk has to inform to Sustainability Department (SCCS).</p> <p>The form is prepared by Weighbridge Clerk and verified by the Mill Manager.</p> <p>The closure of critical non-conformance was carried out offsite due to the risk is minimal. The implementation of the corrective action was found effective and thus, the critical non-conformance was closed on 21/12/2021.</p>		
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	<p>Reviewed the mass balance sheet in MPR system for the period of February 2021 – January 2022 and February 2022 – October 2022 found that no overproduction of CPO and PK.</p> <p>The summary for FFB received, CPO and PK produced was recorded in Table 10 and 10A in the report.</p> <p>All volumes of certified CPO and PK that were delivered were deducted from the material accounting system according to conversion ratios of OER and KER.</p>		

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	No recurrence of non-conformity. Thus the non-conformity was effectively closed.
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Non-conformity			
<b>NCR Ref #</b>	2127459-202111-N1	<b>Issued Date</b>	11/11/2021
<b>Due Date</b>	11/11/2022	<b>Closure Date</b>	11/11/2022
<b>Indicator &amp; Category (Critical / Minor)</b>	2.2.2 Minor		
<b>Statement of Nonconformity:</b>	Evidence of legal due diligence of contractor was not available.		
<b>Requirement Reference:</b>	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.		
<b>Objective Evidence:</b>	<p>Sampled the payslips, SOCSO and EPF contribution records of contractor’s workers in FGVPI SB Kulai Palm Oil Mill found the following issues:</p> <ol style="list-style-type: none"> <li>8 workers (I/C No.: 580713-01-63XX, 620103-01-59XX, 020324-01-10XX, 009207-01-59XX, 970927-01-60XX, 970413-01-56XX, 030104-01-15XX and 030110-01-19XX) of SOCSO contribution made was not in accordance to Employees’ Social Security Act 1969 (Act 4).</li> <li>The wages deducted from the workers for EPF contribution was more than the contributed amount to KWSP as verified in Form 8A.</li> </ol> <p>4 workers (I/C No.: 580713-01-63XX, 620103-01-59XX, 020324-01-10XX and 009207-01-59XX) who worked on rest day on 06/08/2021 and 20/08/2021 were not paid as per Employment Act 1955, Clause 60 (3).</p>		
<b>Corrections:</b>	<ol style="list-style-type: none"> <li>The salaries of contract workers who have been in excess of salary deductions for SOCSO &amp; EPF have been paid by the contractor.</li> <li>While the working salary on the day off will also be paid by the contractor to the contract workers.</li> </ol>		
<b>Root Cause Analysis:</b>	<ol style="list-style-type: none"> <li>The contractor did not refer to the SOCSO &amp; EPF tables for the contributions accordingly.</li> <li>Due to the punch card printed not clear whereby the rest day not captured.</li> </ol>		
<b>Corrective Actions:</b>	<ol style="list-style-type: none"> <li>The factory will ask the contractor to provide the previous month's salary statement of the contract employee each month before the latest monthly payment is made to the contractor.</li> <li>The factory will use a thumb print system to record the arrival of contract workers every day compared to before using a punch card to avoid data recording errors.</li> </ol>		
<b>Assessment Conclusion:</b>	All accepted CAP were verified its implementation to be effective. Upon satisfactory implementation of the CAP, it was also found during the surveillance assessment visit that FGVPI SB Kulai Palm Oil Mill has absorb some willingly contractor's workers to become its permanent employee effective from July 2022 and recruit new employee to fulfil the operational requirement as per sample evidence sighted for a new employee ID # 0305XX-XX-13XX; workers ID # 1213144; Date joined:		

	1/7/2022. There's no other permanent contractors' workers working full time in FGVPIB Kulai Palm Oil Mill except for short-term project contractor and transporter. Hence, Minor NC has been closed on 11/11/2022.
<b>Effectiveness Closure (for previous audit closed Critical NC):</b>	N/A

<b>Opportunity for Improvement</b>	
<b>OFI#</b>	<b>Description</b>
<b>OFI 1</b>	<b>OFI Statement:</b> N/A <b>Verification / Follow-up actions:</b> N/A

### 3.3.2 Summary of the Nonconformities and Status

<b>CAR Ref.</b>	<b>Category (Critical / Minor)</b>	<b>P&amp;C Indicator</b>	<b>Issued Date</b>	<b>Status &amp; Date (Closure)</b>
1683545-201808-M1	Major	4.7.2	21/09/2018	Closed on 25/11/2018
1683545-201808-N1	Minor	4.2.1	21/09/2018	Closed on 05/11/2019
1683545-201808-N2	Minor	4.6.10	21/09/2018	Closed on 05/11/2019
1847973-201906-M1	Major	2.1.1	07/11/2019	Closed on 21/01/2020
1847973-201906-M2	Major	6.1.1	07/11/2019	Closed on 21/01/2020
1847973-201906-M3	Major	6.5.1	07/11/2019	Closed on 21/01/2020
1847973-201906-M4	Major	6.3.2	07/11/2019	Closed on 21/01/2020
1847973-201906-M5	Major	6.5.2	07/11/2019	Closed on 21/01/2020
1847973-201906-M6	Major	4.6.11	07/11/2019	Closed on 21/01/2020
1847973-201906-M7	Major	SCCS 5.3.2	07/11/2019	Closed on 21/01/2020
1847973-201906-M8	Major	SCCS 5.8.2	07/11/2019	Closed on 21/01/2020
1847973-201906-M9	Major	SCCS E.4	07/11/2019	Closed on 21/01/2020
1990470-202011-M1	Critical	2.3.1	27/11/2020	Closed on 27/01/2021
1990470-202011-N1	Minor	3.3.2	27/11/2020	Closed on 11/11/2021
1990470-202011-N2	Minor	7.3.2	27/11/2020	Closed on 11/11/2021
2127459-202111-M1	Critical	3.8.7	11/11/2021	Closed on 21/12/2021
2127459-202111-N1	Minor	2.2.2	11/11/2021	Closed on 11/11/2022
2274388-202211-M1	Critical	3.4.2	11/11/2022	Closed on 31/01/2023
2274388-202211-M2	Critical	3.6.1	11/11/2022	Closed on 31/01/2023

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2274388-202211-N1	Minor	2.3.2	11/11/2022	Open
2274388-202211-N2	Minor	7.3.2	11/11/2022	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 FGV PISB Kulai Palm Oil Mill and Supply Base 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)
Neighbour representative	Felda Taib Andak Manager	Face to face interview
Local communities’ representative	Ketua Kampung Felda Taib Andak	Face to face interview
FFB supplier	Taib Andak FFB Collection Centre	Face to face interview
School representatives	SK Sinar Bahagia	Face to face interview
Mill workers union representative	Kesatuan Sekerja FGV PISB	Face to face interview
Estate workers union representative	Kesatuan Sekerja FGV ASSB	Face to face interview
Gender committee representative	Gender committee representative	Face to face interview

<b>Stakeholders comment</b>	
1	<p><b>Feedbacks:</b> Felda Taib Andak Manager FGV is part of Felda and either FGV estates or mills, relationships with Felda are well maintained among the management and other employees. Mill manager is part of JKRR committee where monthly meeting conducted to discuss mainly on FFB quality issues and other related matters together with Felda manager and settlers’ representatives. any issue highlighted during meetings were taken action accordingly by relevant parties.</p> <p><b>Audit Team verification and response:</b> No further issue</p>
2	<p><b>Feedbacks:</b> Ketua Kampung Felda Taib Andak</p>

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	<p>Villagers among Felda settlers and their family members have good relationship with FGV management and staff. FGV mill and estate also provided employment opportunity to villagers. FGV also very helpful in providing contributions to villagers such as the recent contribution of Hari Raya Aidilfitri Hampers etc.</p> <p><b>Audit Team verification and response:</b> No further issue</p>
3	<p><b>Feedbacks:</b> Taib Andak FFB Collection Centre</p> <p>Taib Andak FFB Collection Centre mainly covering smallholders among non-Felda settlers who wish to sell their crops to nearby mill and FGV FGVPISB Kulai Palm Oil Mill provided very good opportunity to support the smallholders to send their crop to nearby location rather than to private mill so far away from their farm. Fair agreement signed between FGV and Collection Centre based on current MPOB prices. On-time payment received from FGV for FFB supplied as per agreed terms and conditions.</p> <p><b>Audit Team verification and response:</b> No further issue</p>
4	<p><b>Feedbacks:</b> SK Sinar Bahagia</p> <p>Both FGV mill and estate management maintained very good relationship with school with so many contributions made such as the contribution of 10 units Smart Television for SK Sinar Bahagia School Transformation Program dated on 8/12/2021 and contribution of van transport to SK Sinar Bahagia Felda Taib Andak school student to attend Jamboree on the Air and Jamboree on the Internet (JOTA JOTI) program in SMK Taman Putri, Kulai dated on 15/10/2022. No negative issue or impacts from mill and estate operations towards school and school children as well as teachers.</p> <p><b>Audit Team verification and response:</b> No further issue</p>
5	<p><b>Feedbacks:</b> Kesatuan Sekerja FGVPISB &amp; Kesatuan Sekerja FGVASSB</p> <p>All employees of mill and estate within FGV are given freedom to join association and those active members are always allowed and permitted to attend outstation programs or meetings conducted by associations without needing to apply for annual leave. All representatives are appointed by members only through voting system without interference by FGV management. Collective agreements between FGV and association always fulfilled accordingly.</p> <p><b>Audit Team verification and response:</b> No further issue</p>
6	<p><b>Feedbacks:</b> Gender committee representative</p> <p>FGV gender committee always combined with Felda's gender association in conducting programs for women and children. In doing so, the relevant company policies such as anti-sexual harassment policy and reproductive rights policy etc. were well communicated among all members and stakeholders. No gender discrimination practice by companies where entitlements for women employees even more with the maternity leave of up to 90 days.</p> <p><b>Audit Team verification and response:</b> No further issue</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions

Not Applicable as the Certification Unit has undergone the second cycle of replanting.

**Previous land owner / user comment**

**Feedbacks:** N/A

**Audit Team verification and response:** N/A

**3.5 Impartiality and conflict of interest**

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

**Formal Signing-off of Assessment Conclusion and Recommendation**

**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 FGV PISB Kulai Palm Oil Mill and Supply Base 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 FGV PISB Kulai Palm Oil Mill and Supply Base is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
<b>Name:</b> Muhammad Fadzli b. Masran	<b>Name:</b> Ahmad Shahrir Bin Ismail
<b>Company Name:</b> BSI Services Malaysia Sdn. Bhd.	<b>Company Name:</b> FGV Holdings Berhad
<b>Title:</b> Client Manager	<b>Title:</b> Senior Manager
<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:</b> 24/01/2023	<b>Date:</b> 31/01/2023



**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.            - Critical (Major) compliance -</p> <p>FGV has established SOP for information request from relevant stakeholders and documented in '<i>Komunikasi, Penglibatan dan Rundingan</i>' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>List of documents that made available upon request are as below:</p> <ul style="list-style-type: none"> <li>- Minutes meeting</li> <li>- Complaint report</li> <li>- Land title</li> <li>- Safety and Health Plan</li> <li>- HCV report</li> <li>- Stakeholder list</li> <li>- SEIA assessment report and management plan</li> <li>- Policies</li> <li>- etc.</li> </ul> <p>Other public documents such FGV Annual Integrated Report 2021, Audited Financial Statements 2021 and FGV Sustainability Report 2021 are available from the company's website link as following:</p>	Complied

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		<a href="https://www.fgvholdings.com/investor-relations/annual-reports-presentations/">https://www.fgvholdings.com/investor-relations/annual-reports-presentations/</a> .	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Kulai Certification Unit upon request. Policies & guidelines were available in the company's website: <a href="https://www.fgvholdings.com/sustainability/policies-guidelines/">https://www.fgvholdings.com/sustainability/policies-guidelines/</a> .	Complied
1.1.3	<b>(C)</b> Records of requests for information and responses are maintained. - Critical (Major) compliance -	Sample requests received by FGVPISB Kulai Palm Oil Mill including records of DOE Field Citation Visit conducted by DOE Johor dated on 12/6/2022. DOE requested the mill to response by 26/6/2022 and the mill was responded on 22/6/2022 and acknowledged receipt by DOE.  No external stakeholders request received by FGV AS Bukit Besar/ Taib Andak Estate except from internal stakeholders among workers and FFB transporters as per latest sample as following: - Request of outstation travel by foreign workers on 7/11/2022 and responded immediately by management on the same date - Request of estate road repair by FFB transporter (HM Clan Enterprise) on 9/7/2022 and completed by management on 14/7/2022	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 -	FGVPISB has developed procedure of 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. The stakeholders were consulted through visit conducted by the mill communication officer on 12/10/2022.  FGVASSB conducted the latest consultation with external stakeholders through face-to-face meeting visit on 2/11/2022. Among external stakeholders consulted including Bukit Besar Police	Complied

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		Official, Bukit Besar Health Clinic, Felda Bukit Besar Village Representatives and SK Felda Bukit Besar School Headmaster etc. No negative feedback received from all external stakeholders consulted. The person in-charge of communication for FGV AS Bukit Besar/ Taib Andak Estate is estate's executive Mohd. Rizal Bin Jamaludin as per Letter of Appointment Ref. # (01) LANTIKAN-RSPO/MSPO 2022; Date: 1/2/2022.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Stakeholder list has been updated accordingly with the contact and details of stakeholder as per sampled FGVPISB Kulai Palm Oil Mill Internal and External Stakeholder List; Updated: 1/10/2022. The list included government authorities, contractors, local communities and suppliers.	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 -	Policy in place as FGV Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/5/2019) in English and Bahasa Malaysia. The policy detailing the responsibility and compliance to the policy and FGV's commitment to sustainability. Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039 dated 1/1/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity. Supplier Code of Conduct was available in the company's website (Doc. Version: 01/05/2020) which outlined the business ethics & integrity for all the suppliers with FGV Holdings Berhad. The policies have been briefed to external stakeholders as per latest sample as following:  - Contractor: HM Clan Enterprise; Contract Work Order Letter # 820105001-2021/820230501-12-190; Date: 31/12/2021; Period: 1/1/2022 – 31/12/2022	Complied

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		<ul style="list-style-type: none"> <li>- Contractor: Sewaja Engineering &amp; Supply; Contract # 3301578579/21033717; Date: 26/10/2022; Period: 22/10/2022 – 26/10/2022</li> <li>- Contractor: Asyura Supply Enterprise; Contract # 3301578584/21033753; Date: 24/10/2022; Period: 22/10/2022 – 24/10/2022</li> <li>- Contractor: Ajis Sinar Enterprise; Contract # 3301569903/21028603; Date: 9/9/2022; Period: 2/9/2022 – 9/9/2022</li> </ul> <p>For internal stakeholders, briefing of Group Sustainability Policy for workers in FGV PISB Kulai Palm Oil Mill was conducted on 2/11/2022 and on 4/11/2022 for workers in FGV AS Bukit Besar/ Taib Andak Estate.</p>	
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p> <p>Implementation and monitoring of the compliance of the policy was conducted through agreement and the Supplier Code of Conduct (SCOC) FGV Holdings Berhad; Doc. Version: 001.05.2020; Doc. Owner: FGV Group Procurement. Sampled the SCOC for contractors as below:</p> <ul style="list-style-type: none"> <li>- Contractor: HM Clan Enterprise; Contract Work Order Letter # 820105001-2021/820230501-12-190; Date: 31/12/2021; Period: 1/1/2022 – 31/12/2022</li> </ul>	Complied

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		<ul style="list-style-type: none"> <li>- Contractor: Sewaja Engineering &amp; Supply; Contract # 3301578579/21033717; Date: 26/10/2022; Period: 22/10/2022 – 26/10/2022</li> <li>- Contractor: Asyura Supply Enterprise; Contract # 3301578584/21033753; Date: 24/10/2022; Period: 22/10/2022 – 24/10/2022</li> </ul> <p>FGV Holdings Berhad has established system to monitor compliance to the policy through internal audit which is conducted at least annually. Latest internal audit was conducted 01/11/2022 for FGV PISB Kulai Palm Oil Mill and 31/10/2022 for FGV AS Bukit Besar/ Taib Andak Estate. No nonconformities has been raised related to policy for ethical conduct during the internal audit.</p>	
<b>Principle 2: Operate legally and respect rights</b>			
<b>Criterion 2.1:</b> There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p><b>(C)</b> The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>The unit of certification continue to comply with all relevant legal requirements. Among the permits verified during the assessment are:</p> <p>FGVPISB Kulai Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. DOE License; License Number: 004683; License Validity Period: 01/07/2022.</li> <li>2. MPOB License (Processing); License Number: 500161004000; License Validity Period: 01/04/2022 – 31/03/2023. Processing Capacity: 172,800 mt FFB a year.</li> <li>3. MPOB License (CPO &amp; PK); License Number: 618306003000; License Validity Period: 01/06/2022 – 31/05/2023.</li> <li>4. MPOB License (FFB); License Number: 618378015000; License Validity Period: 01/07/2022 – 30/06/2023.</li> </ol>	Complied

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		<p>5. Permit Barang Kawalan Berjadual; Serial Number: P (J003794); Reference Number: KPDNKK.J-JB/26/5A/11/1101 (P/D) (P13); Description: Diesel (21, 840 Litres); License Validity Period: 14/05/2021 – 13/05/2024.</p> <p>6. Fire Certificate; Serial Number: 328603; Certificate Number: JBPM: JH/7/057/2022; Certificate Validity Period: 11/01/2022 – 10/01/2023.</p> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <p>1. MPOB License; License Number: 50260102000; License Validity Period: 01/04/2022 – 31/03/2023.</p> <p>2. MPOB License; License Number: 503540902000; License Validity Period: 01/09/2022 – 31/08/2023.</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>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legislation, Other Requirements and Compliance Assessment.</p> <p>The applicable legal requirements for the mill and estate were registered in “Perundangan, Lain-lain Keperluan dan Penilaian Pematuhan” (Legislation, Other Requirements and Compliance Assessment); Document Number: FGV/FGVPM/II/IMS/15/002 which was last updated on 11/11/2021. The register has info about:</p> <ul style="list-style-type: none"> <li>• Legal and Other Requirements</li> <li>• Enforcer Body</li> <li>• Main requirement</li> <li>• Enforcement standard</li> <li>• Penalty (RM)</li> <li>• Responsible Departments</li> <li>• Compliance status</li> </ul>	Complied

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		<p>Tracking system to identify changes in the relevant regulations were available through the head office, website information and is communicated from the Group Head Office. Sighted the latest review to include new updates for Akta Industri Perkhidmatan Air 2006, Perintah Kualiti Alam Sekeliling (Aktiviti yang Ditetapkan) (Penilaian Kesan Kepada Alam Sekeliling) 2015 and Akta pemuliharaan Hidupan liar (Pindaan) 2022.</p> <p>On the site verification, interviews with office personnel and records indicate that the system is appropriate to the operation. Tracking system on any changes in the law had been well implemented.</p>	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>The FGVPISB Kulai Palm Oil Mill boundary was clearly demarcated with fences.</p> <p>FGV AS Bukit Besar/ Taib Andak Estate boundary clearly demarcated with concrete pole fences as sighted at block 4 and 5 adjacent with National Food Storage.</p>	Complied
<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>Details of contracted parties maintained in computerized FGV system, eDaftar as well as in summary of all vendors among contractors and suppliers in stakeholder list. Sighted sample of stakeholder list was last updated on 1/10/2022 in FGVPISB Kulai Palm Oil Mill where all the contractors were included in the list.</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>All contracts contained specific clauses on meeting applicable legal requirements as per sample FFB Supply Agreement:</p> <ul style="list-style-type: none"> <li>- Agreement # 0001; Date: 1/1/2022 between FGV Trading Sdn. Bhd. And Bakti Mas Bina Sdn. Bhd.; Effective date:</li> </ul> <p>Evidence of due diligence available based on communication pack to candidate Pre-Departure Orientation PDO where upon admission,</p>	Complied

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		<p>all foreign labours are trained in Felda Bukit Rokan Pusat Latihan One-Stop Centre.</p> <p>Due Diligence Exercise on FGV Migrant Workers Recruitment Agents (Sabah Only) was conducted as per sample as following:</p> <ul style="list-style-type: none"> <li>- Agensi Pekerjaan Yustar Sdn. Bhd.; Assessment date: 18/5/2022; Risk Level: Moderate due to Due Diligence sub-agency not completed: PT Muhdi Setia Abadi; PT Maharani Anugrah &amp; PT Kurnia Bina Rizki</li> </ul> <p>Due Diligence Exercise on FGV Migrant Workers Recruitment Agents and Recruitment Process at Source Countries was conducted as per sample as following:</p> <ul style="list-style-type: none"> <li>- Agensi Pekerjaan Taufiq Sdn. Bhd.; Assessment date: 15/4/2022; Risk Level: Low due to sub-agency Taufiq Manpower Consultant (P) Limited registered in India with Ministry of External Affairs, Gov. of India with 100% ownership; Letter of Award (LOA) Panel of Recruitment Agencies to Supply Migrant Workers to FGV Group of Companies – Indian Workers; Contractor: Taufiq Management Sdn. Bhd.; LOA Ref. # (33) FGV/LOA/2022(SCRM); Date: 31/5/2022; Signed date: 3/6/2022 by Director of agency. Compliance included in clause 21. Sustainability of LOA</li> <li>- Agensi Pekerjaan Simplex Sdn. Bhd.; Assessment date: 15/4/2022; Risk Level: Low due to experience and acknowledgement by Indonesia Government sub-agency PT Primadaya Pratama Padukarya registered in Indonesia with Menteri Hukum dan Hak Asasi Manusia, Gov. of Indonesia with supplementary agreement with Agensi Pekerjaan Simplex; Letter of Award (LOA) Panel of Recruitment Agencies to Supply Migrant Workers to FGV Group of Companies – Indonesian Workers; Contractor: Agensi Pekerjaan Simplex Sdn. Bhd.; LOA Ref. #</li> </ul>	
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		(44) FGV/LOA/2022(SCRM); Date: 24/6/2022; Signed date: 4/7/2022 by Director of agency. Compliance included in clause 21. Sustainability of LOA	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>All contracts contained clauses disallowing child, forced and trafficked labour and where young workers are employed, the contracts include a clause for their protection in the agreement (LOA) paragraph 21. Sustainability include compliance with RSPO – non-compliance termination (12.1) as per sample as following:</p> <ul style="list-style-type: none"> <li>- Supplier Code of Conduct, FGV Holdings; Doc. Version # 001.05.2020; Doc. Owner: FGV Group Procurement; Contractor: Taufiq Management Sdn. Bhd.; Date: 10/10/2022</li> <li>- Supplier Code of Conduct, FGV Holdings; Doc. Version # 001.05.2020; Doc. Owner: FGV Group Procurement; Contractor: HM Clan Enterprise; Date: 10/10/2022</li> <li>- Letter of offer to extend FFB Purchase from March 2019; Letter ref. # (109) FGVPI SB/FFBPD/7767; Date: 4/3/2019; FFB Supplier: Eng Huat Latex Concentrate Sdn. Bhd.; MPOB License # 505907315000</li> </ul>	Complied
<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>FGVPI SB Kulai Palm Oil Mill receives FFB from its own supply base which is FGV AS Bukit Besar/ Taib Andak Estate. The mill also receives uncertified FFB from 3<sup>rd</sup> Party FFB sources which includes estates, outgrowers, dealers and smallholders. Based on the mill’s FFB received records for the last 10 months indicated that there were 6 estates, 2 smallholders and 6 collection centres. The mill has obtained information such as geo location, valid MPOB licenses, and evidence of ownership status to the land.</p> <p>Sampled the MPOB License of the FFB Suppliers as below.</p>	Complied

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		<ol style="list-style-type: none"> <li>1. Smallholder – Din Bin Mohamad; MPOB License Number: 827690001007; License Validity Period: 18/11/2020 – 31/10/2025.</li> <li>2. Collection Centre - Bingan Jaya Sdn. Bhd.; MPOB License Number: 546328015000; License Validity Period: 01/02/2022 – 31/01/2023.</li> <li>3. Estate – Felda Inas Selatan Estate; MPOB License Number: 559583002000; License Validity Period: 01/04/2022 – 31/03/2023.</li> <li>4. Estate – Felda Ulu Tebrau; MPOB License Number: 500835502000; License Validity Period: 01/04/2022 – 31/03/2023.</li> </ol>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>For indirectly source of FFB received from collection center, the mill is still in progress to acquire the geolocation information from the collection center and all information has not been obtained yet. Hence a minor nonconformity was raised.</p>	Non-compliance
<p><b>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</b></p>			
<p><b>Criterion 3.1:</b> There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
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>FGVPISB Kulai Palm Oil Mill</p> <p>The mill has available a business management plan in the form of an Annual Budget 2022 to guide the management and expenditure for the year. A 5-year business management plan (2022 – 2026) is available to include Operational Parameters (FFB), FFB Processed, OER, CPO, KER, and PK among others.</p> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <p>A Business Management Plan has been established and available in the form of a budget. The FASSB – Cost of Production – Budget</p>	Complied

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		2022 was available for verification. The document consists of Total Crop (FFB), Upkeep/Maintenance Cost, Harvesting & Collection Cost, Estate Admin & General Charges, FFB Windfall/Profit Levy, Depreciation Cost and Amortization Cost.															
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	<p>The long-range replanting programs (LRRP) until 2030 were sighted at Bukit Besar Estate. The programs are reviewed annually and incorporated into their annual financial budget. The programs sighted for the forthcoming 10 years in hectares. Replanting will be initiated for palm age at 25 years and above as per FGV Replanting Policy dated 01/06/2014 signed by the CEO. Based on the "<i>Pelan Program Tanam Semula</i>" there were no proposed replanting to be conducted at the estate till 2030.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Estate</th> <th style="width: 10%;">2023</th> <th style="width: 10%;">2024</th> <th style="width: 10%;">2025</th> <th style="width: 10%;">2026</th> <th style="width: 10%;">2027</th> <th style="width: 10%;">2028</th> </tr> </thead> <tbody> <tr> <td>FGV AS Bukit Besar/ Taib Andak Estate</td> <td style="text-align: center;">-</td> </tr> </tbody> </table>	Estate	2023	2024	2025	2026	2027	2028	FGV AS Bukit Besar/ Taib Andak Estate	-	-	-	-	-	-	Complied
Estate	2023	2024	2025	2026	2027	2028											
FGV AS Bukit Besar/ Taib Andak Estate	-	-	-	-	-	-											
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	<p>Management Review Meeting (MRM) were conducted annually to address the managements performance and Internal Audit assessment that has been conducted. The MRM minutes were available for verification dated</p> <ol style="list-style-type: none"> <li>1. FGV PISB Kulai Palm Oil Mill – 01/11/2022</li> <li>2. FGV AS Bukit Besar/ Taib Andak Estate – 31/10/2022</li> </ol>	Complied														
<b>Criterion 3.2:</b> 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.																	
3.2.1	<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.	The Kulai Certification Unit have implemented a continuous improvement plan to address the main social and environment impacts and documented them as below.	Complied														

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	<p>- Critical (Major) compliance -</p>	<p>FGVPISB Kulai Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. To achieve Zero Accidents.</li> <li>2. To ensure effluent treatment water quality at the final discharge with BOD less than 100mg/l.</li> <li>3. Ensure disposal of scheduled waste items does not exceed 180 days or 20 mt capacity.</li> <li>4. To ensure use of non-renewable energy usage below 1/0 litre/mt a year.</li> <li>5. To provide job opportunities for locals based on availability.</li> <li>6. Community activities with surrounding community.</li> </ol> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <ol style="list-style-type: none"> <li>1. Planting of beneficial plants to reduce the usage of chemicals do control the pest and diseases such as bagworms.</li> <li>2. Proper management of empty chemical containers to ensure no chemical pollution at land and water (river).</li> <li>3. Effective use of papers to reduce usage of papers and avoid open burning.</li> <li>4. Recycling Campaign to foster the spirit of harmony between the staffs and local residents.</li> <li>5. Yasin Reading Ceremony to instil spiritual values among the community.</li> <li>6. FFB Quality Campaign – Increase Company Revenue.</li> </ol>	
<p>3.2.2</p>	<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>RSPO metric template version 2.1 is used for the reporting of FGVPI Kulai Palm Oil Mill certification unit’s metrics (economic, social and environment). Data reporting period is January to</p>	<p>Complied</p>

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	<p><b>PROCEDURAL NOTE:</b></p> <p>The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p> <p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>December 2021 for (social and environment metrics) and economic metrics from October 2021 – September 2022 (counting back 2 months from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	
<b>Criterion 3.3:</b> Operating procedures are Appropriately documented, consistently implemented and monitored.			
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>Mill holds three SOP and documentation available at the mill for review. Noted the Sustainable Palm Oil Manual Procedure, Safety working procedure and Quality, Occupational Health, Safety and Environmental Procedure.</p> <p>Estate holds a number of SOP and documented in Plantation Sustainability and Quality Management, Sustainable Palm Oil Manual Procedure. Among other SOPs sighted were as below.</p> <ol style="list-style-type: none"> <li>1. Prosedur Sistem Pengurusan Kualiti, Keselamatan, Kesihatan Pekerja dan Alam Sekitar.</li> <li>2. Garis Panduan Keselematan Pekerja &amp; Prosedur Alam Sekitar.</li> </ol>	Complied
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head and relevant Head Office personnel including the Regional Controller inspect and report to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements. Other mechanism as described below.</p> <ol style="list-style-type: none"> <li>a. FGVPIB Kulai Palm Oil Mill Internal Audit – 13 – 14/10/2022</li> <li>b. FGV AS Bukit Besar/ Taib Andak Estate Internal Audit: 11 – 12/10/2022.</li> </ol>	Complied

3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	Records of monitoring were well maintained by the estates and mill. Among the records verified were the daily grading report, internal audit report, agronomist report and mill & plantation advisor report. Based on the report, appropriate actions were recommended and adhered to by the respective units.  Operational records such as PPE Checklist, barn owl records, rat census, bagworm census and chemical usage records were available in the estates.	Complied
<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	<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. - Critical (Major) compliance -	<p><b>Environment</b></p> <p>The operating units has conducted environmental aspects impacts assessment and documented in Identification of Environmental Aspect and Evaluation of Significant Impact form.</p> <p>The managements reviewed the environmental aspects impacts assessment on annually basis or if there is changes in the legal or operation. Latest review was conducted on 28/07/2022 for FGV AS Bukit Besar/ Taib Andak Estate and 08/02/2022 for FGV PISB Kulai Palm Oil Mill.</p> <p><b>Social</b></p> <p>Social Impact Assessment was conducted based on SIA SOP Ref. # FGV/GSD-SCCD/GL/01; Version # 0; Template version: FGV/GGD/SD/011; Rev. 3.0 (BM). Assessment to be conducted at least once every 3 years under Clause 3.0 Scope. Methodology of the assessment is based on stakeholder interview, document review and site visit. Issues raised during the assessment will be further discuss and analysed. Aspects that have been assessed are such as economy impact to workers, contracts and local</p>	Complied

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		<p>communities, socio-culture. Positive and negative impacts were identified. Stakeholders from various have been sampled to participate in the assessment.</p> <p>For both FGV PISB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate, the SIA documented as SIA Report; Doc. Type: MSPO/RSPO 2018; Project: FGV PISB Kulai Palm Oil Mill &amp; FASSB Bukit Besar; Doc. # 1/2018; Date: 7/8/2018. Assessments were conducted by Sustainability Compliance and Certification Department personnel i.e. Barath a/l Munusamy, Abdul Rahman bin Awang &amp; Shafiq bin Ariffin.</p> <p>The latest Social Impact Assessment was scheduled to be conducted on 2021. However due to Movement Control Order and National Recovery Plan in Malaysia in 2020 and 2021, the renewal of the Social Impact Assessment was postponed and rescheduled to be conducted on 2023. FGV has established planned to conduct the renewal Social Impact Assessment for all certification units under FGV and for Kulai Complex was scheduled in 2023.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p><b>Environment</b></p> <p>The operating units have established the Environmental Management Plan base on the significant impacts activities identified during the environmental aspects impacts assessment. The management plan was reviewed on annually basis during Environmental Risk Assessment Review.</p> <p><b>Social</b></p> <p>Management Plan for negative social impacts was developed in with the detail timeframe to mitigate the impacts. The last review was conducted on 22/09/2020 in FGV PISB Kulai Palm Oil Mill and</p>	Complied

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		<p>17/9/2020 in FGV AS Bukit Besar/ Taib Andak Estate. Updated action plan included the action to address issues as following:</p> <ul style="list-style-type: none"> <li>- Foreign workers do not understand company's RSPO/MSPO policies</li> <li>- No emergency contact number displayed in workers housing area</li> </ul> <p>Both issues have been taken actions as per records sighted and interview conducted with sample workers.</p>	
<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>Environment</p> <p>The operating units has established environmental management plan base on the significant impact identified from the assessment conducted. Reviewed the implementation of the management plan as follows:</p> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <ol style="list-style-type: none"> <li>1. The estate maintain the inventory records for triple rinsed empty chemical containers. Reviewed the inventory records dated 27/10/2022.</li> <li>2. To reduce the usage of pesticides due to wastage, the estate continuously conducted training for the workers. Reviewed the attendance records and materials for training conducted on 06/08/2022 and 15/08/2022.</li> <li>3. To optimize the usage of fossil fuel/diesel, the estate continuously conducted training for the workers. Reviewed the attendance records and materials for training conducted on 21/04/2022.</li> </ol> <p>FGVPISB Kulai Palm Oil mill</p>	<p>Non-compliance</p>

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		<ol style="list-style-type: none"> <li>1. To optimize the usage of fossil fuel/diesel, the mill monitor the usage of diesel per FFB processed on monthly basis. Reviewed the consumption records for the FY 2022 as to date October 2022.</li> <li>2. The mill conducted stack sampling twice a year. Reviewed the latest stack sampling conducted on 06/06/2022, refer report no. ETD/KSK/SE/2022/06/23067 dated 22/06/2022 and 04/10/2022, refer report no. ETD/KSK/SE/2021/10/22132.</li> <li>3. The mill has identified monsoon drain and pollution control device (oil trap) clogged/silted with dirt/sand/garbage as activities that have significant impacts. Sighted during site visit at monsoon drain near scheduled waste store, it was noted that the monsoon drain was clogged/silted. The water from the monsoon drain flow pass the oil trap to the field drain. It was also sighted that the contaminated water and residue from oil trap cleaning activities was left besides the oil trap. Thus, non-conformity was raised.</li> </ol> <p>Social</p> <p>Management Plan for negative social impacts was developed in with the detail timeframe to mitigate the impacts. The last review was conducted on 26/9/2022 in FGVPISB Kulai Palm Oil Mill and 19/9/2022 in FGV AS Bukit Besar/ Taib Andak Estate. The plan has been updated with completed actions for issues identified.</p>	
<p><b>Criterion 3.5:</b> A system for managing human resources is in place.</p>			
<p>3.5.1</p>	<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>FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019 which available in company's website, <a href="https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-">https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-</a></p>	<p>Complied</p>

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		<a href="#">Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf</a> . The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment. Specific for FGV Mills, a Guidelines for Recruitment & Appointment of General Workers G7; Ref. # 2020/1; Rev. # 3; Effective date: 1/5/2020 was established and implemented by FGVPI SB Kulai Palm Oil Mill.	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement. Both FGVPI SB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate has published advertisement for any job vacancy available. All the relevant recruitment records such as interview evaluation form, resume, offer letter and medical check record were kept in their personal file. Seen the slide presentations to present during interview and recruitment session at origin countries such as India and Indonesia. Interviewed with the foreign workers confirmed that introduction of the job offered in FGV is presented during the interview session.	Complied
<b>Criterion 3.6:</b> An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<b>(C)</b> All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. - Critical (Major) compliance -	FGVPI SB Kulai Palm Oil Mill 1. HIRARC was available for all operations in the mill. The HIRARC is reviewed on a yearly basis and as and when any	Non-compliance

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		<p>accidents or incidents occur. Among the HIRARC sampled was Effluent &amp; Bio Polishing Plant, FFB Grading, Stores, Engine Room, Boiler Station among others.</p> <p>Nevertheless, the implementation and monitoring of risk control was not adequate. Evidence as below.</p> <ol style="list-style-type: none"> <li>a. Many rotating machinery parts were not properly concealed as seen the rotating parts had covers which were badly broken and eroded.</li> <li>b. Oxygen and Acetylene tanks that were used for welding works in the mill were not equipped with flashback arrestors as a precaution against gas leaks.</li> </ol> <ol style="list-style-type: none"> <li>2. Chemical Health Risk Assessment was conducted by Occumed Consultancy &amp; Services Sdn Bhd on 23.10.2019 and the CHRA Report (Ref. No: JKPP HIE 127/171/2(8)-2019/170) was available for verification.</li> <li>3. Annual Medical Surveillance was conducted for 10 workers exposed to mineral oils in the mill. The medical surveillance was conducted on 2 – 3/08/2022 by Klinik Dhillon (OHD: HQ/13/DOC/00/72). The results indicated that all workers tested had no traces of mineral oil contamination in the blood samples tested and they were all declared fit to work by the OHD.</li> <li>4. Baseline Noise Risk Assessment was conducted, and the report was available at the mill. The assessment was conducted by Mr. Wong Tai Chen (HQ/14/PEB/00/38) on 9<sup>th</sup> March 2020.</li> <li>5. Baseline Audiometric Test was conducted on 02.09.2022 at Poliklinik Intan in compliance with the Occupational Safety &amp; Health (Noise Exposure) Regulations 2019. A total of 07 Mill workers (Sorter &amp; Picker) were tested where all workers were declared to have normal results based on the Test Report.</li> </ol>	
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		<p>Annual audiometric testing was conducted on 25/06/2022 for 21 employees in from the mill at NIOSH. The results indicated that 16 workers had Standard Threshold Shift (STS) and required to undergo retest within 3 months (90 days) of the initial test. The retest was conducted on 05/11/2022 which has exceeded the 3 months period (131 days).</p> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <ol style="list-style-type: none"> <li>1. HIRARC was used to assess all risks identified by the estate. The HIRARC available were FFB Harvesting, Spraying, Manuring, Transport Workers to Estate, Rat Baiting, FFB Platform Construction and Field Grading. All HIRARC were reviewed on 29.07.2022.</li> <li>2. CHRA Report (Report Reference Number: HQ/17/ASS/00/00002 – 2019/052) was available dated 03.12.2019. The assessment was conducted by Chan Ying Hou (JKKP HQ/17/ASS/00/00002).</li> <li>3. Medical Surveillance was conducted for the worker exposed to hazardous chemicals in the estate. The medical surveillance was conducted on 08/12/2021 for 1 worker from the estate at Klinik Sulaiman, Temerloh. The results indicated that the worker had no occupational related diseases or concerns.</li> <li>4. Noise Risk Assessment was conducted on 04/11/2022 at the estate by Active ESH Sdn Bhd. The NRA Report has not been finalised by the assessor as of the audit date.</li> </ol>	
3.6.2	<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>The effectiveness of the HIRARC is monitored and ensured through checklist and trainings that were conducted by FGV PISB Kulai POM and FGV AS Bukit Besar/ Taib Andak Estate in each of the operations. Site visits around the mill and estate indicated the</p>	Complied

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		control measures of the HIRARC were followed and ensured by the respective managements.	
<b>Criterion 3.7:</b> All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<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.</p> <p>- Critical (Major) compliance -</p>	A training programme has been developed and available in the Training Program for Workers and Contractors (Mills & Estate) 2022. The trainings were sighted to have included Gender Specific Training, divided to Occupational Safety & Health, Environment, Social and Company Policies and involves all contractors, staffs and workers.	Complied

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<p>3.7.2</p>	<p>Records of training are maintained.          - Minor Compliance -</p>	<p>Records of trainings were maintained by the Mill and all estates as below: -  <u>FGVPISB Kulai Palm Oil Mill</u></p> <table border="1" data-bbox="1151 483 1930 730"> <thead> <tr> <th><u>Training</u></th> <th><u>Date</u></th> </tr> </thead> <tbody> <tr> <td>Sludge Pit Maintenance Training</td> <td>07/11/2022</td> </tr> <tr> <td>Scheduled Waste Training</td> <td>09/11/2022</td> </tr> <tr> <td>Safety Policy Training</td> <td>01/03/2022</td> </tr> <tr> <td>Public Awareness by BOMBA</td> <td>1-3/11/2021</td> </tr> </tbody> </table> <p><u>Bukit Besar Estate</u></p> <table border="1" data-bbox="1151 823 1930 1254"> <thead> <tr> <th><u>Training</u></th> <th><u>Date</u></th> </tr> </thead> <tbody> <tr> <td>ERP Training</td> <td>19/10/2022</td> </tr> <tr> <td>Integrity Pledge Training</td> <td>19/10/2022</td> </tr> <tr> <td>FFB Quality Improvement Campaign</td> <td>19/10/2022</td> </tr> <tr> <td>Sexual Harassment Training</td> <td>21/09/2022</td> </tr> <tr> <td>RSPO Training</td> <td>04/10/2022</td> </tr> <tr> <td>Environment, Open Burning, HCV &amp; Buffer Zone Training</td> <td>14/09/2022</td> </tr> <tr> <td>IPM Training</td> <td>13/09/2022</td> </tr> </tbody> </table>	<u>Training</u>	<u>Date</u>	Sludge Pit Maintenance Training	07/11/2022	Scheduled Waste Training	09/11/2022	Safety Policy Training	01/03/2022	Public Awareness by BOMBA	1-3/11/2021	<u>Training</u>	<u>Date</u>	ERP Training	19/10/2022	Integrity Pledge Training	19/10/2022	FFB Quality Improvement Campaign	19/10/2022	Sexual Harassment Training	21/09/2022	RSPO Training	04/10/2022	Environment, Open Burning, HCV & Buffer Zone Training	14/09/2022	IPM Training	13/09/2022	<p>Complied</p>
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<p>3.7.3</p>	<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>The mill has conducted a RSPO SCCS Training at a Regional level for all relevant personals on 19 - 20.09.2022. The training was conducted based on the RSPO SCCS requirements and procedures.</p>	<p>Complied</p>																										

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	- Minor Compliance -		
<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)			
3.8.1	<p><b>Identity Preserved Module</b></p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&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>FGVPISB Kulai Palm Oil Mill receives, and processes certified and uncertified FFB from its supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.</p>	Not Applicable
3.8.2	<p><b>Mass Balance Module</b></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>FGVPISB Kulai Palm Oil Mill receives and processes certified FFB from its own supply base and third party FFB suppliers. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. Only the FFB received from FASSB Bukit Besar Estate is claimed for processing MB-Certified CPO and PK in the mill.</p>	Complied
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. (Table 10)</p>	Complied

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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 Logistic Department in HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following:</p> <ul style="list-style-type: none"> <li>- Member ID: RSPO_PO1000001309</li> <li>- Member category: Oil Mill</li> <li>- RSPO Membership No.: 1-0225-16-000-00</li> <li>- License Status: Expires on 18/02/2023</li> </ul>	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol 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> </ol>	<p>Documented procedures available as following:</p> <ol style="list-style-type: none"> <li>a. FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGVPIB FGVPIB Kulai Palm Oil Mill. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. Manager as the responsible person to ensure the compliance of RSPO SCCS in the mill.</li> <li>b. Complete and UpToDate SCCS records and reports were maintained and available for verification such as SCCS training records, RSPO SCCS Internal Audit Reports, Incoming FFB Weighbridge Tickets, Outgoing CPO and PK Weighbridge Ticket among others.</li> <li>c. The Mill manager has appointed a SCC Committee which consist of personals (Assistant Manager, Weighbridge Clerk, Operation Supervisor, Laboratory Assistant, FFB Grader and Auxiliary Police). PIC for SCCS and Traceability has been appointed as stated in the appointment letter (Bil: (11)RSPO/E5) dated 10/10/2022.</li> </ol>	Complied

		d. The procedures for receiving and processing certified and non-certified FFBS are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021).	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 20/09/2022 and which have raised 1 Critical Non-Conformities. All the non-conformities were closed accordingly with root cause, correction and corrective action identified and available for verification.</p> <p>Management review meeting was conducted on 17/12/2021 which was chaired by the Mill Manager. The outcome of the RSPO SCCS Internal Audit was discussed during the Management Review Meeting.</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>FGV has established procedure for purchasing and goods in documented in RSPO Supply Chain Certification Procedure. Refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 6.6 Purchasing Product (MYNI 3.8.7). In the SOP stated that the mill to ensure all documents related to RSPO SCCS were completed.</p> <p>Reviewed the sampled certified FFB received as follows:</p> <ol style="list-style-type: none"> <li>1. Suppliers/buyers name             <ol style="list-style-type: none"> <li>i. Suppliers: FGV AS Bukit Besar/ Taib Andak Estate</li> <li>ii. Buyer: Kulai Palm Oil mill</li> </ol> </li> <li>2. RSPO SCC Module: Mass balance</li> </ol>	Complied

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		<p>3. Product Quantity: 1.80 tons          4. Delivery Date: 27/04/2022          5. Unique Identification no              i. Estate Delivery/Dispatch Notes no.:              ii. Weighbridge ticket no.: A00008619: 01237          6. RSPO Certificate no.: RSPO 693237          7. Others related documents: Gate Pass no. 01303055</p> <p>Reviewed the mass balance sheet in MPR system for the period of February 2021 – January 2022 and February 2022 – October 2022 found that no overproduction of CPO and PK.</p> <p>The summary for FFB received, CPO and PK produced was recorded in Table 10 and 10A in the report.</p> <p>All volumes of certified CPO and PK that were delivered were deducted from the material accounting system according to conversion ratios of OER and KER.</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <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> </ul>	<p>FGV has established procedure for sales and goods out documented in RSPO Supply Chain Certification Procedure. Refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 6.7 Products Sales (MYNI 3.8.8). In the SOP stated that the mill to ensure all documents related to RSPO SCCS were completed.</p> <p>Reviewed the sample certified products dispatch as follows:          CSPK Contract no.: T008613</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer;              KCP Pasir Gudang</li> <li>b) The name and address of the seller;              Kulai Palm Oil Mill</li> </ul>	Complied

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	<ul style="list-style-type: none"> <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>	<ul style="list-style-type: none"> <li>c) The loading or shipment / delivery date; 26/05/2022</li> <li>d) The date on which the documents were issued; 26/05/2022</li> <li>e) RSPO certificate number; RSPO 693237</li> <li>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); RSPO SCC (Mass Balance)</li> <li>g) The quantity of the products delivered; 14.71 tons</li> <li>h) Any related transport documentation; Delivery note: L00000002 Gate pass no.: 04002444</li> <li>i) A unique identification number. Sales order: RSPG8613A</li> </ul> <p>CSPK Contract no.: RSPG7591A</p> <ul style="list-style-type: none"> <li>a) The name and address of the buyer; KCP Pasir Gudang</li> <li>b) The name and address of the seller; Kulai Palm Oil Mill</li> <li>c) The loading or shipment / delivery date; 03/01/2022, 20/01/2022, 28/01/2022</li> <li>d) The date on which the documents were issued;</li> </ul>	
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		<p>03/01/2022, 20/01/2022, 28/01/2022</p> <p>e) RSPO certificate number; RSPO 693237</p> <p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); RSPO SCC (Mass Balance)</p> <p>g) The quantity of the products delivered; 35.37 tons, 6.00 tons, 0.94 tons</p> <p>h) Any related transport documentation; Delivery note: L00000002, L00000011, L00000016 Gate pass no.: 04002444, 04002453, 04002458</p> <p>i) A unique identification number. Sales order: RSPG7591A</p>	
3.8.9	<p><b>Outsourcing Activities</b></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</p>	<p>FGV has established procedure for outsourcing activities documented in RSPO Supply Chain Certification Procedure. Refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 6.8 Outsourcing Activities (MYNI 3.8.9, 3.8.10, 3.8.11).</p> <p>In the SOP stated that the mill does not use any outsourcing activities in the processing of RSPO products.</p> <p>There was no outsourcing activity involved in the mill. All the activities carried out by own. For transportation of CPO and PK was carried out by sister's company.</p> <p>Reviewed the contract agreement between FGV Palm Industries Sdn Bhd, FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd dated 01/01/2018. As per contract already stated to comply with the FGV Transport will complied with the relevant legal and</p>	Complied

	<p>that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>other requirement and also requirement of the RSPO Supply Chain Certification. There also stated where the Certification body has the access to their respective operations, systems, and all information for the audit.</p>	
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>The management have the contact detail of the FGV Transport Sdn Bhd as per document verification and interviewed.</p>	Complied
3.8.11	<p>The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>	<p>FGVPISB Kulai Palm Oil Mill are aware that they are to inform the CB the names and contact details of any new contractors used to physically handle the RSPO Certified Products. The names are updated in the Stakeholder Lists and provided to the CB prior to its audits.</p>	Complied
3.8.12	<p>Record keeping</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>FGV has established procedure for record keeping documented in RSPO Supply Chain Certification Procedure. Refer document no. FGV/GSD-SCCD/SOP/007 ver. 1.0 dated 07/01/2021 under section 6.9 Record Keeping (MYNI 3.8.12).</p> <p>As stated in the SOP, all records related to RSPO SCC should be kept at minimum of 2 years for audit purpose.</p> <p>Reviewed the mass balance sheet in MPR system for the period of November 2021 – October 2022 found that the sales of certified CPO and certified PK were always delivered from positive stock.</p>	Complied

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	<p>iv) For Mass Balance Module, the mill:</p> <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>														
<p>3.8.13</p>	<p><b>Extraction Rate</b>          The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. The conversion factors were reported daily in the Daily Production Report. Reviewed the daily production report as follows:</p> <table border="1" data-bbox="1153 895 1928 1098"> <thead> <tr> <th>Date</th> <th>OER</th> <th>KER</th> </tr> </thead> <tbody> <tr> <td>31/08/2022</td> <td>19.93</td> <td>5.67</td> </tr> <tr> <td>30/09/2022</td> <td>19.29</td> <td>7.69</td> </tr> <tr> <td>31/10/2022</td> <td>19.04</td> <td>5.00</td> </tr> </tbody> </table>	Date	OER	KER	31/08/2022	19.93	5.67	30/09/2022	19.29	7.69	31/10/2022	19.04	5.00	<p>Complied</p>
Date	OER	KER													
31/08/2022	19.93	5.67													
30/09/2022	19.29	7.69													
31/10/2022	19.04	5.00													
<p>3.8.14</p>	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The facility is using the actual extraction rate and therefore updating of rates is not necessary.          Conversion factor of CPO and PK production is depending on the actual OER and KER. The conversion factors were reported daily in the Daily Production Report. Reviewed the daily production report as follows:</p> <table border="1" data-bbox="1153 1342 1928 1391"> <thead> <tr> <th>Date</th> <th>OER</th> <th>KER</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Date	OER	KER				<p>Complied</p>						
Date	OER	KER													

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		31/08/2022	19.93	5.67	
		30/09/2022	19.29	7.69	
		31/10/2022	19.04	5.00	
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>	The mill adopted the Mass Balance Module.			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 in the RSPO IT platform carried out by the Trading Department when RSPO certified products are sold as certified to refineries. Details of transaction summarized under table 10 and 10A.</p> <p>Sampled the shipping announcement as below:</p> <p>CSPK  Transaction Date: 31/07/2022  Transaction ID: TR-aefb257c-f71e  Tonnage: 14.69</p> <p>CSPK  Transaction Date: 18/02/2022  Transaction ID: TR-ce3a2807-7019  Tonnage: 42.28</p> <p>Based on the downloaded transactions register from the certification unit's Palmtrace, the company was able to demonstrate that it has been registering its transactions in the</p>			Complied

		<p>Palmtrace accordingly.</p> <p>Based on the announcement (transaction) summary, all the registrations were found to be in order.</p>	
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>FGV does not make any claim for RSPO trademark in FGVPISB Kulai Palm Oil Mill as verified in the business card, company letterhead and the company's website.</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>No business to consumer communication on product specific claim made by FGVPISB Kulai Palm Oil Mill and only produce crude and unfinished product.</p> <p>FGV highlighted its certification status on RSPO in the company's website. This has verified through the company's website.</p>	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <ul style="list-style-type: none"> <li>a. Display its RSPO membership status</li> <li>b. Display the RSPO web address (www.rspo.org)</li> <li>c. State that the member supports the work of the RSPO</li> <li>d. State the member's history with regard to the RSPO.</li> <li>e. Use the RSPO trademark to promote its membership of the RSPO.</li> </ul> <p>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.</p>	<p>No business to consumer communication on product specific claim made by FGVPISB Kulai Palm Oil Mill and only produce crude and unfinished product.</p> <p>FGV highlighted its certification status on RSPO in the company's website. This has verified through the company's website.</p>	Complied
4.3	<p>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.</p>	<p>No business to consumer communication on product specific claim made by FGVPISB Kulai Palm Oil Mill and only produce crude and unfinished product.</p>	Complied

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		FGV highlighted its certification status on RSPO in the company's website. This has verified through the company's website.	
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.	No business to consumer communication on product specific claim made by FGV PISB Kulai Palm Oil Mill and only produce crude and unfinished product. FGV highlighted its certification status on RSPO in the company's website. This has verified through the company's website.	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 business to consumer communication on product specific claim made by FGV PISB Kulai Palm Oil Mill and only produce crude and unfinished product. FGV does not use any RSPO corporate logo as verified in the company's website, company letterhead, business card and shipping documents. FGV highlighted its certification status on RSPO in the company's website. This has verified through the company's website.	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.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number.	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:	FGV PISB Kulai Palm Oil Mill is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

	<p>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 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>MODULE B – MASS BALANCE SPECIFIC RULES</b>			
<b>Minimum Mass Balance content</b>			
	95% or above of the oil palm content must be RSPO MB-certified.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional.	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 non-certified volume must be covered by equivalent volume of RSPO Credits.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. The is no percentage of non-certified volume as volume sold is same with MB-certified produced.	Complied
<b>Labelling and trademark (MB)</b>			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> <li>Surrounded by the text: ‘Certified sustainable palm oil’.</li> <li>The RSPO label MUST contain the tag ‘MIXED’. The tag MIXED designates oil palm products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag ‘MIXED’ on a product does</li> </ul>	No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable

	<p>not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim.</p> <ul style="list-style-type: none"> <li>• The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'.</li> <li>• Wherever the 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 4 pt (1.4 mm or 0.06 inch).</li> <li>• In on-pack communications, the RSPO trademark can be printed anywhere on the pack. Further guidance on use of the trademark is provided in the RSPO Trademark License Terms and Conditions and in Annex 1 of the Rules on Market Communications &amp; Claims document.</li> </ul>		
<b>Messaging (MB)</b>			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> <li>• [Oil palm products]/[palm oil]/[palm kernel oil] from RSPO-certified mills and plantations were mixed with non-certified oil palm products in the supply chain.</li> <li>• The volume of [oil palm products][palm oil]/[palm kernel oil] in this product reflects an equivalent volume of palm oil or palm kernel oil produced by RSPO certified mills and plantations.</li> </ul> <p>In off-product communications, reference to (or images of) particular RSPO-certified production units, if the relationship to those units can be shown in company records is allowed.</p> <p>Messaging NOT ALLOWED in storytelling in product-related communications:</p>	<p>No evidence of storytelling in product related communication. Hence, this requirement is not applicable</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> <li>Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product.</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>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company recognizes its responsibility to respect and uphold international principles, standards and practices as encapsulated in the Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs), United Nations Sustainable Development Goals (UNSDGs) and other applicable treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. There's also Whistleblowing Policy; Policy # FGV/GGD/POL/001; Rev. # 8.0; Effective date: 17/11/2020. Briefing of the policy was conducted for workers in FGV PISB Kulai Palm Oil Mill on 2/11/2022 and on 4/11/2022 for workers in FGV AS Bukit Besar/ Taib Andak Estate.</p>	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>	<p>FGV prohibits any form of harassment in their operation as per the policy above. Interview conducted with the workers confirmed that no harassment by the management.</p>	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 whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>Procedure established as Complaint and Grievance Handling; Doc. # FGV/ML-1A/L2-Pr13; Issue # 1; Rev. # 2; Effective: 1/4/2019. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint must be resolved within 2 months from the date of discussion in third stage.</p>	Complied

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		Besides, whistleblowing e-form was available in <a href="https://www.fgvholdings.com/whistleblowing/">https://www.fgvholdings.com/whistleblowing/</a> for the stakeholders to report a grievance.	
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	Procedure available as per Indicator 4.2.1 above. The procedures were briefed to external stakeholders through consultation visit conducted by the communication officer on 12/10/2022. Briefing to the workers in FGV PISB Kulai Palm Oil Mill on 2/11/2022 and on 4/11/2022 for workers in FGV AS Bukit Besar/ Taib Andak Estate. Interview conducted with the stakeholders confirmed that they are understand on the process of complaint and grievances.	Complied
4.2.3	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. - Minor compliance -	Both FGV PISB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate implemented Complaint/ Improvement Form and Complaint & Grievance Record. The complainant will lodge complaint and written in the complaint form and the person in charge will transfer the complaint into the Complaint & Grievance Record to monitor. Any action taken will be recorded in the form and complainant will acknowledged after the issue has resolved.  The mill and estate maintain the records of complaint and grievances since November 2019. The major complaint is on replacement for working equipment and damage at workers housing. The complaints and grievances were resolved in timely manners and acknowledge by the complainants. Noted during interview with the workers, all complaints were resolved by the management. If there is any issues on the complaints, the management keep the complainants updated.	Complied
4.2.4	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.	As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01.04.2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan	Complied

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	- Minor compliance -	Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.	
<b>Criterion 4.3:</b> The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	Based on FGV Policy of Sponsorships & Donations; Policy # FGV/GCC/I/SDP/15/002; Rev. # 0.0; Effective date: 18/2/2015 contributions made including the following: - Hari Raya Aidilfitri Hampers contribution to Felda Taib Andak JKKR; Date: 10/5/2022 - Contribution of 10 units Smart Television for SK Sinar Bahagia School Transformation Program; Date: 8/12/2021 - Contribution of van transport to SK Sinar Bahagia Felda Taib Andak school student to attend Jamboree on the Air and Jamboree on the Internet (JOTA JOTI) program in SMK Taman Putri, Kulai; Date: 15/10/2022	Complied
<b>Criterion 4.4:</b> 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	<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. - Critical (Major) compliance -	Leasing agreement available as per records of letter of "Kelulusan Cadangan Kadar Pajakan Tanah Bagi Pembaharuan Pajakan FGV Agri Services Sdn. Bhd. (FGVASSB) Ke Atas Tanah Felda Seluas 6,751.661 ha"; Letter ref. # (45)1450/1/11 Pt.2; Date: 9/4/2021 stated that renewal of tenancy to FGV Agri Services Sdn. Bhd. Is approved for a period of 15 years effective from 1/1/2021 until 31/12/2035.  Lease Payment to Felda was made on quarterly basis. Latest for 2 <sup>nd</sup> quarter 2022 made on 28/7/2022 for invoice # 220955004; Date: 30/6/2022	Complied
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was	Complied

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		confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.	
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 -	There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.	Complied
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 -	The estate lands are legally owned by the company. The existing estates and POM are not encumbered by any customary land rights. Interview with the surrounding communities and stakeholders confirm that there is no dispute. Appropriate maps available as per following:	Complied

		<p>Mill: Pelan Ukur Pengesahan Di Atas Lot 16502, Mukim Senai, Daerah Kulajaya; Pelan # SUC3397/11/12-DIM by Sahabat Ukur Consultants.</p> <p>No recognised legal, customary or user rights were diminished or affected by the mill and estate.</p>	
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
4.4.5	<p><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.</p> <p>- Critical (Major) compliance -</p>	<p>There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>There is no land dispute in the FGVPISB Kulai Palm Oil Mill Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement was made and it was confidential. The surrounding is owned by FELDA and the settlers. Interview conducted with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied
<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>			
4.5.1	<p><b>(C)</b> Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Complied

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.</p> <p>- Critical (Major) compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering 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.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Complied
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.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Complied
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, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felda and its settlers that already demonstrated their legal user rights.</p>	Complied

4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felra and its settlers that already demonstrated their legal user rights.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felra and its settlers that already demonstrated their legal user rights.	Complied
4.5.8	<b>(C)</b> New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There's neither new planting nor any acquisition of new land for oil palm planting within FGV AS Bukit Besar/ Taib Andak Estate. Boundaries of existing plot area land belongs to Felra and its settlers that already demonstrated their legal user rights.	Complied
<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 -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.6.2	<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. - Critical (Major) compliance -	Procedure is the same developed procedure of " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and	Complied

		monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
4.6.3	Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	Complied
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	Complied
<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.			
4.7.1	<b>(C)</b> A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	FGV has developed procedure on " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.7.2	<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. - Critical (Major) compliance -	Procedure is the same developed procedure of " <i>Pengenalpastian dan penyelesaian pertikaian tanah</i> " with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure.	Complied

		Compensation will be paid according to basic cost/ acre and market land price.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	No issues related to loss of access and rights to land for plantation expansion among indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the settlers. Boundary stone and trenches were available to demarcate the boundary of land between the neighboring stakeholders.	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 -	Neither any customary land nor issues of disputes occurred within FGVPSB Kulai Palm Oil Mill certification units that requires compensation or FPIC process.	Complied
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 -	Neither any customary land nor issues of disputes occurred within FGVPSB Kulai Palm Oil Mill certification units that requires compensation or FPIC process.	Complied
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there 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)	Neither any customary land nor issues of disputes occurred within FGVPSB Kulai Palm Oil Mill certification units that requires compensation or FPIC process.	Complied

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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 -	Neither any customary land nor issues of disputes occurred within FGVPI SB Kulai Palm Oil Mill certification units that requires compensation or FPIC process.	Complied
<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 and calculated based on daily price declared by MPOB. The FFB Purchasing Department will updated the daily FFB prices to the mill on daily basis. Daily FFB prices were displayed at the weighbridge station at the mill and updated on daily basis. Sighted the daily FFB prices dated 11/11/2022 and FFB prices at RM43.50	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 -	The certification units explain the FFB pricing to the FFB supplier in the FFB Purchase Offer letter under section 1: Purchase Term and section 2: Price Calculation Formula. Reviewed the FFB Purchasing contract Agreement between FGVPI and FFB supplier as follows: Din Mohamad dated 29/12/2021.	Complied
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 -	Fair pricing calculated based on daily price declared by MPOB (OER 20%) awarded to suppliers including smallholders as specified in the FFB Purchasing Agreements under section 2: Price Calculation Formula.	Complied
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	Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link: <a href="http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf">http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf</a>	Complied

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	<p>repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	<p>where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers.</p>	
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts was fair, legal and transparent and agreed payments were made in timely manner.</p>	Complied
5.1.6	<p><b>(C)</b> Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts was fair, legal and transparent and agreed payments were made in timely manner.</p>	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>FGVPISB Kulai Palm Oil Mill weighbridge was verified as per sighted records of latest calibration by Metrology Corporation Malaysia Sdn. Bhd. Refer Weighbridge calibration as follows:</p> <p>a. Weighbridge I; Serial Number: B812577826; Safety Sticker Number: DE18-001254; Indicator: MT/NO 780; Capacity: 70.000 kg x 10 kg; Calibration Date: 03/01/2022; Contractor: Teras Integrasi Sdn Bhd.</p> <p>b. Weighbridge II; Serial Number: B812577831; Safety Sticker Number: DE18-001645; Indicator: MT/NO 780; Capacity: 70.000 kg x 10 kg; Calibration Date: 04/10/2022; Contractor: Teras Integrasi Sdn Bhd.</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>FGVPISB Kulai Palm Oil Mill and Supply Base does not deal with the independent smallholders directly but rather with the management agencies such as Felda Technoplant and Felda.</p>	Complied
5.1.9	<p><b>(C)</b> The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p>	<p>SOP for Complaint &amp; Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, rev. no. 2 dated 1/4/2019 is available. This procedure is</p>	Complied

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	- Critical (Major) compliance -	<p>applicable to all employees and stakeholders who wish to lodge a complaint or grievance. The procedure also provides a mechanism for addressing complaints received and accords protection and confidentiality to complainants. The complaints will be solved on 14 days (first stage), 14 days (second stage) and 14 days (third stage). Apart from that, FGV also has the FGV Whistleblowing Policy, (policy number FGV/GGD/POL.001 revision 6 dated 28/05/2018) to protect the complainant.</p> <p>Policies were communicated too to all FGVPISB Kulai Palm Oil Mill Certification unit stakeholders meeting and Joint Consultative Committee meeting.</p>	
<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	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. The consultation has been planned to be conducted in 2023.</p>	Complied
5.2.2	<p>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).</p> <p>- Minor compliance -</p>	<p>Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. The consultation has been planned to be conducted in 2023.</p> <p>There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule".</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. The consultation has been planned to be conducted in 2023.</p>	Complied

5.2.4	<p><b>(C)</b> Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	Schemed smallholder under FELDA is the only smallholder that supply to FGVPISB Kulai Palm Oil Mill while the others is collection centre.	Complied
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	Consultation with smallholders has been planned in year 2023 base on the management plan that has been established. As per interview, report will be published once the consultation has been done.	Complied
<b>Principle 6: Respect workers' rights and conditions</b>			
<b>Criterion 6.1:</b> Any form of discrimination is prohibited.			
6.1.1	<p><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.</p> <p>- Critical (Major) compliance -</p>	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where all employees and workers shall receive equal treatment based on their relevant merits and competency regardless of gender, race, nationality, religion, age, physical condition, and marital status, reproductive rights of women, union membership/affiliation / employment status, or political affiliation.	Complied
6.1.2	<p><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.</p> <p>- Critical (Major) compliance -</p>	Interview conducted with the workers comprises of different gender and nationalities confirmed that no discrimination has occurred in the plantations. The management treated all equally such as provided free accommodation and medical to all the workers, no charging of recruitment fees for the foreign workers and offered job based on capability.	Complied
6.1.3	<p>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.</p> <p>- Minor compliance -</p>	The recruitment of foreign workers is through JTK Department in HQ based on the regulation requirements. For local workers, they will display job vacancy advertisement in the estates or Wilayah office. Medical test will be required for all the workers prior to start work. All the recruitment is done based on skills, capabilities, qualities and medical fitness.	Complied

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6.1.4	<p>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.</p> <p>- Minor compliance -</p>	<p>Review of the recruitment record of the medical check-up found that pregnancy testing is not a criterion for pre-employment. Interviewed with the female workers confirmed that pregnancy testing is not a pre-requisite to join the company.</p>	Complied
6.1.5	<p><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.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Kulai Palm Oil Mill organized a <i>Kelab Keluarga Dayabudi</i> as a gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. Sighted committee meeting as per minutes of meeting records date: 2/11/2022.</p> <p>Meeting for Gender Committee in FGV AS Bukit Besar/ Taib Andak Estate was last conducted on 4/11/2022. Sighted the minutes of meeting chaired by the committee chairperson Siti Susilawati binti Abu Bakar whom was appointed on 13/1/2020 as per letter ref. # (01) JKKAS/02/2020.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Evidence of equal pay for the same work scope available for FGV AS Bukit Besar/ Taib Andak Estate total workers: 5 as per sample as following:</p> <ul style="list-style-type: none"> <li>- Employee ID # PM001919002; Nationality: Malaysia; Date joined: 15/11/2018</li> <li>- Employee ID # PB0019190012; Nationality: Bangladesh; Date joined: 22/11/2017</li> <li>- Employee ID # PB0019190010; Nationality: Bangladesh; Date joined: 22/11/2017</li> <li>- Employee ID # PB0019190009; Nationality: Bangladesh; Date joined: 22/11/2017</li> <li>- Employee ID # PB0019190014; Nationality: Bangladesh; Date joined: 24/3/2018</li> </ul>	Complied

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		<p>FGVPISB FGVPISB Kulai Palm Oil Mill total workers: 61 as per sample as following:</p> <ul style="list-style-type: none"> <li>- Employee ID # 1211777; Nationality: Malaysia; Date joined: 1/8/2019</li> <li>- Employee ID # 1211546; Nationality: Malaysia; Date joined: 1/11/2018</li> <li>- Employee ID # 1211150; Nationality: Malaysia; Date joined: 1/9/2016</li> <li>- Employee ID # 1211545; Nationality: Malaysia; Date joined: 1/11/2018</li> <li>- Employee ID # 1211780; Nationality: Malaysia; Date joined: 1/8/2019</li> <li>- Employee ID # 1213144; Nationality: Malaysia; Date joined: 1/7/2022</li> </ul>	
<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>			
<p>6.2.1</p>	<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>Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG.No: 025/2020. Latest collective agreement still under discussion between both parties.</p> <p>All operating units commit to comply with employment Act 1955 and minimum wages order 2022 where has outline the pays and conditions of each worker. For estates under FGVAS, the management has established manual for wages rate in the document Manual Panduan Kadar Upah Kerja Bil 08/0222, Pekerja operasi ladang effective date on 01/05/2022.</p> <p>While for FGV Plantation (Malaysia) Sdn Bhd, sighted memo dated 20/05/2022 from chief executive officer document number (18)</p>	<p>Complied</p>

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		<p>HREO/WW/01/1/2022. Guideline for all operations rates has been outline in the document.</p> <p>For POM, collective agreement sighted in the document "Perjanjian Bersama antara FGV Plam Industries Sdn Bhd dengan Kesatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd (Semenanjung) for period 01/01/2022 until 31/12/2024.</p> <p>Interviewed with the workers confirmed that they were understand on the terms and condition of the employment contract signed by them. They also understand the calculation on the wages and overtime shown in the payslips. The estate has continuously conducted training and briefing on payslips documentation to all workers. reviewed training records conducted on on 04/10/2022.</p>	
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>Mill employment based on Collection Agreement between FGV Palm Industries Sdn. Bhd. and FGV Palm Industries Sdn. Bhd. Workers Union Peninsular Malaysia; Period: 1/1/2019 – 31/12/2021; COG. # 031/2020; Registered date: 31/1/2020</p> <p>Estate local staff employment based on Collection Agreement between FGV Plantation (Malaysia) Sdn. Bhd. and FGV Plantation (Malaysia) Sdn. Bhd. Workers Union Peninsular Malaysia; Period: 1/1/2019 – 31/12/2021; COG. # 025/2020; Registered date: 22/1/2020</p> <p>Sample for workers has been taken for each operating units base on different workers category which is gender, types of works, origin of countries and length of services. For in FGV AS Bukit Besar/ Taib Andak Estate, there workers from Indonesia and Bangladesh. While for FGVPISB Kulai Palm Oil Mill, there no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia and Bangladesh) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outline in the employment</p>	Complied

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		contract. As per interview with the management for estates, workers salary will be monitored through pocket checkroll and "kad kong" which clearly stated types of works, productivity and total amount of salary achieved. Sample has been taken payslips, checkroll and kad kong base on low crop, peak crop and medium crop season. While for FGVPI SB Kulai Palm Oil Mill, workers salary has been monitored through punch card.	
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>- Critical (Major) compliance -</p>	<p>For all operating, stated in the employment contract working hours, deduction, overtime and leave entitlement. Mentioned in the employment contract that entitlement of leave is depending of length of services. For workers less than 2 years services, entitled 14 days of sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p> <p>Verified the payslips and Workers Attendance Sheet and Pocket Checkroll Report confirmed that the workers were paid according to the Employment Act 1955 and Minimum Wage Order 2022. Deduction of wages was made as per approval from Labour Department and FGV policies as following:</p> <ul style="list-style-type: none"> <li>- FGV Holdings Berhad Polisi Kerja Lebih Masa; Policy # FGV/GHC/POL/006; Ref. # 4.0; Effective date: 1/1/2020</li> <li>- FGV Holdings Berhad Salary Deduction Policy; Policy # FGV/GHC/POL/019; Rev. # 3.0; Effective date: 1/1/2020</li> </ul> <p>Sample has been taken payslips, checkroll and kad kong base on low crop, peak crop and medium crop season. While for FGVPI SB Kulai Palm Oil Mill, workers salary has been monitored through punch card.</p>	Complied
6.2.4	<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</p>	<p>All workers are provided with housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying facilities. Water and electricity are connected to the national</p>	Complied

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	<p>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>supply and grid. Water usage are subsidized by the company for RM 4/ person and maximum RM 15/ per house. These conditions are stated in the collective agreement. Interview with workers confirms that there is no issue related to the payment of water and electricity.</p> <p>Linesite inspection was conducted once a week by the Executive Assistant in Kulai POM using the checklist :Rekod Pemantauan Perumahan Petugas/ Pekerja Kilang Sawit Kulai”. Structure of the houses, electrical and wiring, water supply and the hygiene of the housing area was inspected.</p> <p>Latest housing inspection of FGV AS Bukit Besar/ Taib Andak Estate workers housing conducted on 4/11/2022 by Field Supervisor. Previous inspection on 28/10/2022.</p> <p>FGVPISB Kulai Palm Oil Mill engaged a contractor i.e., Ajis Sinar Enterprise to conduct housing repair for requests made by workers in August 2022. Repair completed on 9/9/2022. Latest housing inspection conducted by person in-charge was during 1<sup>st</sup> week of November 2022.</p> <p>Person in-charge was using the checklist “Pemeriksaan Mingguan Kawasan Perumahan Pekerja Asing”. Any issues found during the inspection were recorded in the checklist and actions were taken accordingly. Site visit to the housing facilities found in satisfactory condition.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Foods are accessible through sundry shops at the vicinity of the operating units as well as nearby town of Kulai and Bandar Tenggara. Most of the sundry shops are operated by the settlers (Felda) through its Village Committee (JKKR) and there’s also FGV parent company’s (Felda) own supermarket i.e. Felda D’Mart which sell sundries at reasonable prices.</p>	Complied

<p>6.2.6</p>	<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 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>Assessment of decent living wages has been done for FGVPISB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate calculation has been established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Stated in the report, the assessment/calculation has been done base on Household Expenditure Survey Report 2016 and RSPO Decent Living Wages Guidance. Sampled the prevailing wages for benefit of Housing – RM 350 for local workers and RM 150 for foreign workers; Healthcare for local workers is RM 77.30 and RM 23.45 for foreign workers. The prevailing wages is more than the Minimum Wage Order 2022.</p>	<p>Complied</p>
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	<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 including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>All the core operational works are performed by permanent and full-time employees in FGV PISB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate. No contract worker was employed. Contractor's workers were engaged as lorry driver to transport the FFB to mill.</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 Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where FGV commits to respect employees' and workers' right to freedom of movement, fair working hours, freedom of association and right to decent living condition. Briefing for workers in FGV PISB Kulai Palm Oil Mill was conducted on 2/11/2022 and on 4/11/2022 for workers in FGV AS Bukit Besar/ Taib Andak Estate.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in</p>	<p>Minutes of meeting available as per latest as following:</p> <ul style="list-style-type: none"> <li>- FGVASSB Meeting between JTK representative with TKL; Date: 1/11/2022; Venue: Ulu Belitong Estate</li> </ul>	Complied

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	national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	- Latest meeting between FGVPISB Workers Union representatives with management of FGVPISB Kulai Palm Oil Mill was conducted on 18/8/2022.	
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 -	The workers have the right to join or form trade unions of their own choosing without prior authorization and to bargain collectively. Interviewed with the workers confirmed that the election of the representatives was elected freely by the workers without any interference of management.	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 -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 where the company commits to eliminate any form of child labour and this has stated in the Supplier Code of Conduct which signed by every suppliers and contractors that engaged by the company.	Complied
6.4.2	<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. - Critical (Major) compliance -	As per the Group Sustainability Policy, the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification. Reviewed the master list of employees found that no child labour was employed.	Complied
6.4.3	<b>(C)</b> Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	There was no young person employed by the company as their minimum age was 18 years old. This has verified with the Employee Master Listing and through interviewed with the stakeholders.	Complied
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child	The management of FGVPISB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate has communicated the Group Sustainability Policy and Supplier Code of Conduct (SCOC) to the third party, FFB suppliers and local communities during stakeholder	Complied

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	<p>protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>meetings and before providing services to the company. Contractor's pledge as per sighted agreements for following samples:</p> <ul style="list-style-type: none"> <li>- HM Clan Enterprise; Contract Work Order Letter # 820105001-2021/820230501-12-190; Date: 31/12/2021; Period: 1/1/2022 – 31/12/2022</li> <li>- Sewaja Engineering &amp; Supply; Contract # 3301578579/21033717; Date: 26/10/2022; Period: 22/10/2022 – 26/10/2022</li> <li>- Asyura Supply Enterprise; Contract # 3301578584/21033753; Date: 24/10/2022; Period: 22/10/2022 – 24/10/2022</li> <li>- Ajis Sinar Enterprise; Contract # 3301569903/21028603; Date: 9/9/2022; Period: 2/9/2022 – 9/9/2022</li> </ul>	
<p><b>Criterion 6.5:</b> There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
<p>6.5.1</p>	<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>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 which includes the commitment against sexual and all other forms of harassment as well as violence in the workplace. Communication made from time to time to all employees through general assembly or meeting such as in latest Kelab Keluarga Dayabudi (Gender Committee) FGV PISB Kulai Palm Oil Mill meeting as per minutes of meeting records dated 2/11/2022. Meeting for Gender Committee in FGV AS Bukit Besar/ Taib Andak Estate was last conducted on 4/11/2022.</p>	<p>Complied</p>
<p>6.5.2</p>	<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>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 which includes the commitment to protect the reproductive rights of all especially women in the workplace. Communication made from time to time to all employees through general assembly or meeting such as in latest Kelab Keluarga Dayabudi (Gender Committee) FGV PISB Kulai</p>	<p>Complied</p>

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		Palm Oil Mill meeting as per minutes of meeting records dated 2/11/2022. Meeting for Gender Committee in FGV AS Bukit Besar/ Taib Andak Estate was last conducted on 4/11/2022.	
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 -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 29/09/2019 which includes the commitment to protect the reproductive rights of all especially women in the workplace. In case of any new mothers, the Gender Committee personnel will conduct the assessment of their needs to facilitate them. There's one new mother in FGVPISB Kulai Palm Oil Mill and assessment was last conducted on 5/7/2022.	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 -	As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01.04.2019, under clause 7.1.4 (4 <sup>th</sup> stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution. Communication made from time to time to all employees through general assembly or meeting such as in latest Kelab Keluarga Dayabudi (Gender Committee) FGVPISB Kulai Palm Oil Mill meeting as per minutes of meeting records dated 2/11/2022. Meeting for Gender Committee in FGV AS Bukit Besar/ Taib Andak Estate was last conducted on 4/11/2022.	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> </ul>	FGV has signed agreement with the approved agents for India and Indonesia and outlined all the terms and conditions in the agreement. In the agreement, the agents agreed not to collect any fees from workers during the recruitment process. The cost of the recruitment process was detailed out in the agreement.	Complied

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	<ul style="list-style-type: none"> <li>• Involuntary overtime</li> <li>• Lack of freedom of workers to resign</li> <li>• Penalty for termination of employment</li> <li>• Debt bondage</li> <li>• Withholding of wages</li> </ul> <p>- Critical (Major) compliance -</p>	<p>Both FGV PISB Kulai Palm Oil Mill and FGV AS Bukit Besar/ Taib Andak Estate has published advertisement for any job vacancy available. All the relevant recruitment records such as interview evaluation form, resume, offer letter and medical check record were kept in their personal file.</p> <p>Seen the slide presentations to present during interview and recruitment session at origin countries such as India and Indonesia. Interviewed with the foreign workers confirmed that introduction of the job offered in FGV is presented during the interview session.</p> <p>Based on the evidence of records and interview, all workers entered into employment voluntarily without being forced.</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>FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019 which available in company's website, <a href="https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf">https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf</a>. The procedure is to set a guideline and adopt the principles in Group Sustainability Policy including non-discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p> <p>Specific for FGV Mills, a Guidelines for Recruitment &amp; Appointment of General Workers G7; Ref. # 2020/1; Rev. # 3; Effective date: 1/5/2020 was established and implemented by FGV PISB Kulai Palm Oil Mill.</p>	Complied
<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.			
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.</p>	<p>FGV PISB Kulai Palm Oil Mill</p> <ol style="list-style-type: none"> <li>1. The management have appointed the Mill Manager Mr. Sadilah Bin Othman as the Safety Ambassador for FGV PISB Kulai Palm</li> </ol>	Complied

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	<p>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>Oil Mill. Sighted the appointment letter dated 03/01/2022 undersigned by the Regional Controller 5.</p> <p>2. Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 03.09.2022 (03/2022), 30.05.2022 (02/2022) 28.03.2022 (01/2022)</p> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <p>1. The management have appointed the Stesen Bukit Besar Manager as the Safety Ambassador for the Safety Committee. Sighted the appointment letter dated 04.04.2022 undersigned by the Caretaker R&amp;D Division.</p> <p>2. Regular meetings were conducted every 3 months to discuss Health and Safety Issues. Sighted JKKP Meeting Minutes dated 30/09/2022 (3<sup>rd</sup> - 2022), 24/06/2022 (2<sup>nd</sup> - 2022) and 25/03/2022 (1<sup>st</sup> - 2022).</p>	
<p>6.7.2</p>	<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>FGVPISB Kulai Palm Oil Mill</p> <p>1. Accident and emergency procedures were available and sighted at the Mill Office and Processing Area. There is an Emergency Response Plan for all the identified incidences (Fire, Accident, Chemical Spillage, Bund Rupture &amp; Flood). The ERP Team is appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Building Evacuation and Fire Fighting Training on ERP were verified as below.</p> <p>a. Fire Drill Training – 04/11/2022</p> <p>b. ERP Training – 05/09/2022</p> <p>2. First Aid Kits were available at all sampled work units Workshop, Boiler Station and Ramp. The first aid kits were well equipped</p>	<p>Complied</p>

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		<p>with first aid items as stated in the list. All items were seen to be replenished at monitored regularly as per the monitoring checklist. The First Aid Kit holders were aware on how to use the items in case of an emergency.</p> <p>3. There were no accidents reported in FGVPISB Kulai Palm Oil Mill for the year 2022 as of to date. As for 2021 there were 2 accidents reported in the mill. The JKKP 8 form for 2021 has been submitted to JKKP and available for verification.</p> <p>FGV AS Bukit Besar/ Taib Andak Estate</p> <p>1. Accident and emergency procedures were available and sighted at the Estate Office and Field Stores. There is an Emergency Response Plan for all the identified incidences (Fire, Accident, Chemical Spillage &amp; Flood). The ERP Team is appointed, and the organizational chart was displayed at the notice board together with the emergency contacts. Building Evacuation and Fire Fighting Training on ERP were verified as below.</p> <p>c. ERP Training – 19/10/2022</p> <p>d. ERP Awareness, Emergency Contact Number and Fire Extinguisher Training – 20/03/2022.</p> <p>2. The estate has a total 4 workers in the estate. These workers work in a team and headed by a field officer. During the field visit to the harvesting operation, it was verified that the first aid box handled by the field officer were well maintained with all required items. The officer showed good knowledge on the usage of first aid kit. The field officer has been provided with Basic First Aid Training on 19/10/2022.</p> <p>3. There were no accidents reported in Bukit Besar Estate for the year 2021 dan 2022 as of to date. The JKKP 8 form for 2021 has been submitted to JKKP on 11.01.2022 and available for</p>	
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		verification.							
6.7.3	<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>All workers were provided with appropriate PPE where the cost is covered by the management. Interviews conducted during the site visit at the mill and estate showed the understanding from the workers that:</p> <ol style="list-style-type: none"> <li>The management bares the cost of all PPEs and the workers are entitled to work appropriate PPEs.</li> <li>The importance of using appropriate PPE at all times during work.</li> <li>Proper storage and disposal methods of PPE.</li> <li>The importance of using the sanitation area to wash the PPE and themselves prior to returning home.</li> </ol>	Complied						
6.7.4	<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.</p> <p>- Minor compliance -</p>	<p>All workers were provided with medical care in the estate. If the workers are to be referred to the hospital or medical clinic, they are provided medical care with a subsidy of RM 200.00 as permitted by JTK in the Salary Deduction Permit (Reference Number: BHG. PU/9/129 Jld 23; Date: 26 April 2016). Expenses for workers warded in the hospital are fully bourn by the management. Workers are all covered by SOCSO. Monthly SOCSO deductions were sighted in the worker’s payslips and the monthly contribution to SOCSO was verified. The latest SOCSO contribution for FGV FGVPIB Kulai Palm Oil Mill and Bukit Besar Estate was available for verification.</p>	Complied						
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Occupational Injuries were recorded using the Lost Time Accident metrics as below:</p> <table border="1"> <thead> <tr> <th>Operating Unit</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>FGVPIB Kulai Palm Oil Mill</td> <td>2 Case (89 Days)</td> <td>Nil</td> </tr> </tbody> </table>	Operating Unit	2021	2022	FGVPIB Kulai Palm Oil Mill	2 Case (89 Days)	Nil	Complied
Operating Unit	2021	2022							
FGVPIB Kulai Palm Oil Mill	2 Case (89 Days)	Nil							

		FGV AS Bukit Besar/ Taib Andak Estate	Nil	Nil	
<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	<p><b>(C)</b> IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>IPM plans are available and implemented in the estate visited. The IPM Management Plan was verified which included:</p> <ol style="list-style-type: none"> <li>To control the pest damage at below 5%.</li> <li>To plan and implement IPM methods to control pest.</li> <li>Prioritise biological control to reduce the use of chemicals.</li> <li>Conduct census to identify targeted areas to increase effectiveness.</li> <li>Provide correct and accurate training in managing pest in the estate.</li> </ol>			Complied
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 estate 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 and records of fire usage for pest control at the estate visited.</p>			Complied
<b>Criterion 7.2:</b> Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.					

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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 for all pesticide available under Manual Lestari 1A, under Document: ML- 1A/L3-GP1(0) dated March 2012. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical.</p>	Complied								
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>Records of pesticides used and a.i per Ha is monitored on a monthly basis in the 5 Years Pesticide Records for the year ending 2021. The records were available for verification as below:</p> <table border="1" data-bbox="1137 632 1917 823"> <thead> <tr> <th>Chemicals (Active Ingredient)</th> <th>Jan – Sep 2022 (a.i/Ha)</th> </tr> </thead> <tbody> <tr> <td>Glyphosate isopropylamine</td> <td>1.3095</td> </tr> <tr> <td>Metsulfuron methyl</td> <td>0.0116</td> </tr> <tr> <td>Polyethersiloxane</td> <td>0.1055</td> </tr> </tbody> </table>	Chemicals (Active Ingredient)	Jan – Sep 2022 (a.i/Ha)	Glyphosate isopropylamine	1.3095	Metsulfuron methyl	0.0116	Polyethersiloxane	0.1055	Complied
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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 estate has implemented an Integrated Pest Management Plan and a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemical through implementation of Integrated Pest Management Plan.</p> <p>Sighted during the site visit at the estate, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas.</p> <p>Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.</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 is no prophylactic use of pesticides in the estate.</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</p>	<p>Sighted in the Chemical Registers showed that only class II, III &amp; IV pesticides were used at the mill and estate. During the site visit to the chemical stores, it was justified that there were only class II,</p>	Complied								

	<p>by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> <li>a) Judgment of the threat and verify why this is a major threat</li> <li>b) Why there is no other alternative which can be used</li> <li>c) Which process was applied to verify why there is no other less hazardous alternative</li> <li>d) What is the process to limit the negative impacts of the application</li> <li>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</li> </ul> <p>- Minor compliance -</p>	<p>III and IV chemicals being used. Paraquat was eliminated. In its place, alternatives such as Glyphosate was used instead.</p>													
<p>7.2.6</p>	<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>Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators. All precautions attached to the products explained to operators and understood by them. This was noted during the interview with workers in the estate.</p> <p>Sampled the training conducted for pesticide handlers as below: -</p> <table border="1" data-bbox="1137 1034 1930 1326"> <thead> <tr> <th>Training</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Sprayer's PPE Usage Training</td> <td>06/08/2022</td> </tr> <tr> <td>Manuring Training</td> <td>08/04/2022</td> </tr> <tr> <td>Chemical Container – Triple Rinse Training</td> <td>15/08/2022</td> </tr> <tr> <td>Rat Baiting Training</td> <td>22/08/2022</td> </tr> <tr> <td>Chemical Premixing and Spraying Training</td> <td>10/08/2022</td> </tr> </tbody> </table>	Training	Date	Sprayer's PPE Usage Training	06/08/2022	Manuring Training	08/04/2022	Chemical Container – Triple Rinse Training	15/08/2022	Rat Baiting Training	22/08/2022	Chemical Premixing and Spraying Training	10/08/2022	<p>Complied</p>
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7.2.7	<p><b>(C)</b> Storage of all pesticides is in accordance with recognised best practices.          - Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all 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.          - Minor compliance -</p>	<p>Pesticide containers were found to be recycled and used as premix containers for field spraying operations. The access containers were all triple rinsed and punctured and stored at the designated store before they are disposed to the licensed recycle waste collector.</p>	Complied
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.          - Critical (Major) compliance -</p>	<p>No aerial spraying for pesticide were done in Bukit Besar Estate.</p>	Complied
7.2.10	<p><b>(C)</b> Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.          - Critical (Major) compliance -</p>	<p>Medical Surveillance was conducted for the worker exposed to hazardous chemicals in the estate. The medical surveillance was conducted on 08/12/2021 for 1 worker from the estate at Klinik Sulaiman, Temerloh. The results indicated that the worker had no occupational related diseases or concerns.</p>	Complied
7.2.11	<p><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.</p>	<p>Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews</p>	Complied

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	- Critical (Major) compliance -	that no pregnant or breast-feeding woman had been offered work as pesticide operator.																	
<b>Criterion 7.3:</b> Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.																			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>The operating units has identified the waste generated from the estate operation. The waste identified as follows:</p> <p>Scheduled Waste</p> <table border="1" data-bbox="1137 608 1930 1169"> <thead> <tr> <th>Source</th> <th>SW Code</th> <th>Waste Type</th> </tr> </thead> <tbody> <tr> <td>Estate/ Palm Oil Mill Operation</td> <td>SW 102, SW 409, SW 410</td> <td>Used PPE from sprayers Empty Chemical containers Contaminated rags and gloves Batteries</td> </tr> <tr> <td>Office, Store and housing area</td> <td>SW 110</td> <td>Paint containers Engine oil containers Bulb</td> </tr> <tr> <td>Vehicle</td> <td>SW 102, SW 305, SW 306</td> <td>Batteries Engine oil containers Spent lubricant Oil filter Contaminated rags and gloves</td> </tr> </tbody> </table> <p>Non Scheduled Waste</p> <table border="1" data-bbox="1137 1219 1930 1390"> <thead> <tr> <th>Source</th> <th>Waste Type</th> </tr> </thead> <tbody> <tr> <td>Estate/ Palm Oil Mill Operation</td> <td>Fertiliser bags Rat baiting container Used tyre</td> </tr> </tbody> </table>	Source	SW Code	Waste Type	Estate/ Palm Oil Mill Operation	SW 102, SW 409, SW 410	Used PPE from sprayers Empty Chemical containers Contaminated rags and gloves Batteries	Office, Store and housing area	SW 110	Paint containers Engine oil containers Bulb	Vehicle	SW 102, SW 305, SW 306	Batteries Engine oil containers Spent lubricant Oil filter Contaminated rags and gloves	Source	Waste Type	Estate/ Palm Oil Mill Operation	Fertiliser bags Rat baiting container Used tyre	Complied
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The operating units has established waste management plan as per waste identification. The plan was reviewed on annually basis.																	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	FGV has established Standard Operating Procedure for waste management in document as follows:	Non-compliance														

		<ol style="list-style-type: none"> <li>1. "Pengurusan Sisa Pepejal", FGVPM/L2/PAS-02 dated 23/01/2020</li> <li>2. "Pengurusan Bahan Buangan Terjadual Secara Individu di Ladang", FGVPM/L2/PAS-04 dated 23/01/2020</li> <li>3. "Pengurusan Pusat Bahan Buangan Terjadual", FGVPM/L2/PAS-05 dated 23/01/2020</li> <li>4. "Pelupusan Bekas Racun Makhluk Perosak dan Beg Baja Sebagai Bahan Kitar Semula", FGVPM/L2/PAS-06 dated 23/01/2020</li> <li>5. "Pelupusan Bekas Racun Makhluk Perosak dan Beg Baja" FGVPM/L2/PAS-07 dated 23/01/2020</li> <li>6. "Pengangkutan Bahan Buangan Terjadual dari Ladang Ke Pusat Pengumpulan", FGVPM/L2/PAS-08 dated 23/01/2020</li> </ol> <p>The operating units has established and documented Waste and Pollution Management Plan as per waste identification. The plan was reviewed on annually basis. reviewed the implementation as follows:</p> <p>FGV AS Taib Andak</p> <ol style="list-style-type: none"> <li>1. The estate maintain the inventory records for scheduled waste generated recorded in Fifth Scheduled. The scheduled waste stored in designated place before send for central collection centre at Pusat Penyelidikan Tun Razak, Tekam, Pahang (as per approval letter no. (BB) 91/110/619/161 Jilid 27 (60) by DOE dated 09/08/2016). Reviewed the Scheduled Waste dispatch records dated 11/08/2022.</li> <li>2. Pusat Penyelidikan Tun Razak, Tekam, Pahang conducted scheduled waste disposal and copy of consignment notes were send to the estate for references. Reviewed the disposal records as follows:</li> </ol>	
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410	2022110911U6XCWE						
422	2022110912WMLC8Z						
7.3.3	<p data-bbox="255 849 1034 912">           The unit of certification does not use open fire for waste disposal.            - Minor compliance -         </p>	<p data-bbox="1137 849 1930 1343"> <b>FGVPISB Kulai Palm Oil Mill</b>            Domestic waste were collected and disposed by Majlis Perbandaran Kulai.  <b>FGV AS Bukit Besar/ Taib Andak Estate</b>            Domestic waste were collected twice a week and disposed at designated landfill. No evidence of fire use to dispose domestic waste at housing area.            For replanting, no land preparation conducted through burning. The previous crop were felled or mowed down, chipped and shredded and windrowed as per 'Manual Ladang Sawit Lestari' under section 6.0 "Menebang dan Mencincang Batang Sawit. Refer doc. No MLSL (Ed.3) – Sec.2 (6.0) dated 01/09/2017.            In the section 6.2 Objective stated as follows:            iv. avoid environmental pollution through zero burning         </p>	Complied				

		No replanting for the next 5 years as the palm age was at 4 – 10 years old.	
<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 -	<p>FGV AS Bukit Besar/ Taib Andak Estate continued to use and implement SOP for each of the production activities. Brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP.</p> <p>a) FGV Agriculture Manual 1998  - <i>Manual Ladang Sawit Lestari</i>  - <i>Prosedur Kerja Selamat</i>  - <i>Manual Sustainability 2016</i>  - <i>Prosedur Kerja Selamat</i>  - <i>Prosedur membancuh Racun di PREMIX</i>  - <i>Pengendalian Bahan Kimia</i></p> <p>b) Pictorial Safety Standards and Security Guidelines (PSS).  c) Laboratory Process Control Manual</p> <p>Kulai Palm Oil Mill processing system is documented in the following documents.</p> <p>a) Manual <i>Operasi Kilang Sawit</i> introduced on 2/1/01 revised 23/10/2017  b) <i>Prosedur Kerja Selamat</i>  c) <i>Manual Alam Sekitar EMS</i>  d) Laboratory Process Control Manual</p>	Complied

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		<p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, dispatches etc.</p> <p>All the estates and mill operations were guided through the manuals and SOP.</p> <ul style="list-style-type: none"> <li>a) The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings and training.</li> <li>b) The Manuals are kept in the main office for references of employees particularly for the supervisory personnel.</li> <li>c) The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security.</li> <li>d) Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment.</li> </ul>	
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>The internal Agronomist from FELDA Agriculture Services Sdn Bhd visited estate to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year.</p> <ul style="list-style-type: none"> <li>a) Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms.</li> <li>b) Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order</li> </ul>	Complied

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		<p>of fertilizer and workforce/machine planning.</p> <p>c) For the estate Agronomic assessment and fertilizer recommendation was conducted by Agricultural Agronomic Services Dept to formulate the FY2023 manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca &amp; B had been carried out in all estates. The latest being:</p> <ul style="list-style-type: none"> <li>- Bukit Besar Estate (FASSB Ulu Belitong); Scheme Code: 7310; Foliar Lab Code: FRF20230312; Report Date: 28/06/2022.</li> </ul> <p>d) Soil sampling was carried out accordingly and analysis is made yearly on different fields. The soil analysis provided the indication of soil health and monitors the changes in the organic carbon and total nitrogen.</p> <p>e) Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca &amp; Exchange Mg was carried out on a year cycle basis with the recent carried out as follows:</p> <ul style="list-style-type: none"> <li>- Bukit Besar Estate (FASSB Ulu Belitong); Scheme Code: 7020; Foliar Lab Code: FRF20230311; Report Date: 28/06/2022.</li> </ul> <p>All foliar and soil sampling &amp; analysis was conducted by FGVPI Agri Services Sdn Bhd.</p>	
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>The following practices are applied in the estate in relation to the nutrient recycling strategy;</p> <ol style="list-style-type: none"> <li>a. EFB application in designated fields at dosage of 20-40 mt/ha applied in inter rows subject to Agronomist recommendations.</li> <li>b. Cut frond are stacked in between the palms rows left to decompose.</li> </ol>	Complied

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		c. POME utilization is disposed via water discharge leading to Sg Semangar located 3 km away.					
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Fertiliser application program was monitored using records i.e. program sheets, bin cards, field cost book, Fertiliser Application monitoring forms, etc. a) Records of programs and applications of fertilisers were reviewed by the auditors. b) Review of the records revealed that the actual fertilisers applied in 2021 and 2022 was in line with the program. c) The following fertilizers were applied in the estates on recommendation by the Agronomist FGVAS among others; – Fertilizer: NK Mixture - 11.6:27; Programme: 2 <sup>nd</sup> half 2022; Total Hectarage: 52.60 Ha; Date of Application: 09 – 10/08/2022; Total Volume: 3.50 Mt; Status: Completed. d) The management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring.	Complied				
<b>Criterion 7.5:</b> Practices minimise and control erosion and degradation of soils.							
7.5.1	<b>(C)</b> Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	The operating units has identified the soil series and established soil series maps prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn. Bhd. Soil series identified in the estates as follows: <table border="1" data-bbox="1137 1174 1926 1337"> <thead> <tr> <th>Estate</th> <th>Soil Type</th> </tr> </thead> <tbody> <tr> <td>FGV AS Taib Andak</td> <td>Rengam (71.40%), Gong Chenak (15.10%), Beserah (11.20%), Lating (2.30%)</td> </tr> </tbody> </table>	Estate	Soil Type	FGV AS Taib Andak	Rengam (71.40%), Gong Chenak (15.10%), Beserah (11.20%), Lating (2.30%)	Complied
Estate	Soil Type						
FGV AS Taib Andak	Rengam (71.40%), Gong Chenak (15.10%), Beserah (11.20%), Lating (2.30%)						

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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>As per 'Pengenalpastian Kawasan Cerun dan Rezab Sungai' under section 3.0 "Tanggungjawab". Refer doc. No FGV/ML-1A/L2-Pr-8, issue 1 dated 01/06/2016.</p> <p>In the 3.0 "Tanggungjawab" stated as follows: To ensure river reserves and buffer zones and steep areas &gt;25° are not disturbed during development programs and new planting.</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 at all estates visited as verified and sighted during site visit.</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 series and topography map available for estate sampled. No fragile soil categorized in the estates sampled.</p> <p>The estate have taken into account the land terrain, drainage and road systems in planning the 2021 replanting.</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>As per Group Sustainability Policy under section 5.3.3 No Deforestation and Planting on Peat.</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 Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn. Bhd. conducted assessment and provided the estates with topography maps. Sampled topography information at estates sited as follows:</p> <table border="1" data-bbox="1137 1217 1890 1372"> <tr> <td style="text-align: center;">0°-6°</td> <td style="text-align: center;">62.21</td> </tr> <tr> <td style="text-align: center;">7°-12°</td> <td style="text-align: center;">37.87</td> </tr> <tr> <td style="text-align: center;">13°-24°</td> <td style="text-align: center;">0.12</td> </tr> </table>	0°-6°	62.21	7°-12°	37.87	13°-24°	0.12	Complied
0°-6°	62.21								
7°-12°	37.87								
13°-24°	0.12								

		>25°	0.00	
<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	<b>(C)</b> There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.		Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. <b>PROCEDURAL NOTE:</b> Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.		Complied
7.7.3	<b>(C)</b> Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.		Complied
7.7.4	<b>(C)</b> A documented water and ground cover management programme is in place. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.		Complied
7.7.5	<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	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.		Complied

	<p>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>		
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>	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.	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>	There is no peat soil or soil categorized as marginal or fragile soil in all estates sampled. There was also no new planting in the estates.	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>The estate has established Water Management Plan which reviewed on annually basis. Latest reviewed was conducted on 22/06/2022. The plan focusing on maintaining soil moisture, shortage of water supply, polluted water supply and flood. Reviewed the implementation of the management plan as follows:</p> <p>1. The operating units monitor the water consumption for operational and domestic usage on monthly basis to ensure</p>	Complied

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	<p>- Minor compliance -</p>	<p>optimize usage of water. Reviewed the records as to date October 2022 as follows:</p> <table border="1" data-bbox="1182 435 1818 584"> <thead> <tr> <th>Operating units</th> <th>Consumption/FFB</th> </tr> </thead> <tbody> <tr> <td>FGVPISB Kulai Palm Oil Mill</td> <td>1.63</td> </tr> <tr> <td>FGV AS Taib Andak</td> <td>0.85</td> </tr> </tbody> </table> <ol style="list-style-type: none"> <li>2. To maintain soil moisture, the estate applied the EFB in the estate. As to date October 2022, the EFB application recorded at 811.93 tons.</li> <li>3. To maintain soil moisture, the estate has constructed road side drain and silt pit to collect rain water and prevent soil erosion.</li> <li>4. The estate monitor the rainfall on daily basis and recorded in Rainfall Records Book. As to date October 2022, 2,083 mm of rainfall recorded over 168 days.</li> <li>5. As per compliance scheduled, the mill has conducted water sampling for Sg. Semanggar on monthly basis. Reviewed the water sampling records no. MABB 1955/22 dated 20/10/2022, MABB 1735/22/ dated 19/09/2022, MABB 1650/22 dated 06/09/2022 and MABB 1551/22 dated 22/08/2022.</li> </ol> <p>The domestic water for the worker were from the supply from State Government SAJ.</p>	Operating units	Consumption/FFB	FGVPISB Kulai Palm Oil Mill	1.63	FGV AS Taib Andak	0.85	
Operating units	Consumption/FFB								
FGVPISB Kulai Palm Oil Mill	1.63								
FGV AS Taib Andak	0.85								
7.8.2	<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>Protection of water course is guided by its established procedure, River Riparian Buffer zone Management. Refer document no. FGVPM/L2/PAS-03, rev. 1.0, dated 23/10/2020. Based on the procedure, river buffer zone must be demarcated with blue and white colour pole. The width of buffer zones to be established are as per Guideline on River Reserve from Drainage and Irrigation, Department Peninsular Malaysia as follows:</p>	Complied						

		<table border="1" data-bbox="1137 362 1917 660"> <thead> <tr> <th>River width (m)</th> <th>Buffer zones (m)</th> </tr> </thead> <tbody> <tr> <td>&gt; 40</td> <td>50</td> </tr> <tr> <td>20 – 40</td> <td>40</td> </tr> <tr> <td>10 – 20</td> <td>20</td> </tr> <tr> <td>5 – 10</td> <td>10</td> </tr> <tr> <td>&lt; 5</td> <td>5</td> </tr> </tbody> </table> <p>FGV has established Water Sampling Procedure. Refer Document no. FGVPM/L2/PAS-01, rev. 0.0, dated 23/10/2020.</p> <p>Confirmed during site visit, no natural river flow through the estate. as per SOP established, no requirement for the estate to conduct river water sampling.</p> <p>However, the estate has established river for branch for Sungai Semanggar that flows at the boundary of FGV AS Bukit Besar/ Taib Andak Estate. The estate has established for buffer zone area for branch for Sungai Semanggar and marked with blue and white.</p> <p>As sighted during site visit, no evidence of chemical application along the buffer zone. The estate continuously conduct training for the workers on the buffer zone area. Reviewed the training records dated 14/09/2022.</p>	River width (m)	Buffer zones (m)	> 40	50	20 – 40	40	10 – 20	20	5 – 10	10	< 5	5	
River width (m)	Buffer zones (m)														
> 40	50														
20 – 40	40														
10 – 20	20														
5 – 10	10														
< 5	5														
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Mill effluent is treated through biological anaerobic treatment. Regular monitoring was conducted as per requirement. The Monthly and quarterly report was submitted to DOE accordingly. Reviewed the Quarterly Return Form to DOE as follows:</p> <p>1<sup>st</sup> quarter 2022:</p> <table border="1" data-bbox="1137 1310 1693 1359"> <thead> <tr> <th>Month</th> <th>Parameter</th> <th>Results</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Month	Parameter	Results				Complied						
Month	Parameter	Results													

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		January	BOD	79.00	
			pH	8.50	
			February	BOD	37.00
				pH	8.30
			March	BOD	103.00
				pH	8.10
		2 <sup>nd</sup> quarter 2022:			
		Month	Parameter	Results	
		April	BOD	55.00	
			pH	8.40	
		May	BOD	101.00	
			pH	8.50	
		June	BOD	86.00	
			pH	8.40	
3 <sup>rd</sup> quarter 2022:					
Month	Parameter	Results			
July	BOD	N/A			
	pH	N/A			
August	BOD	25.00			

			pH	8.20																											
		September	BOD	20.00																											
			pH	8.40																											
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>The mill monitors the water consumption/FFB on monthly basis. Reviewed the monitoring records as follows:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>2022</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>1.60</td></tr> <tr><td>Feb</td><td>1.62</td></tr> <tr><td>Mar</td><td>1.66</td></tr> <tr><td>Apr</td><td>1.74</td></tr> <tr><td>May</td><td>1.65</td></tr> <tr><td>Jun</td><td>1.56</td></tr> <tr><td>Jul</td><td>1.90</td></tr> <tr><td>Aug</td><td>1.63</td></tr> <tr><td>Sep</td><td>1.50</td></tr> <tr><td>Oct</td><td>1.62</td></tr> <tr><td>Nov</td><td>N/A</td></tr> <tr><td>Dec</td><td>N/A</td></tr> </tbody> </table>			Month	2022	Jan	1.60	Feb	1.62	Mar	1.66	Apr	1.74	May	1.65	Jun	1.56	Jul	1.90	Aug	1.63	Sep	1.50	Oct	1.62	Nov	N/A	Dec	N/A	Complied
Month	2022																														
Jan	1.60																														
Feb	1.62																														
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		<table border="1"> <tr> <td>Average</td> <td>1.63</td> </tr> </table> <p>The water consumption for mill processing was acceptable as the target was at 1.20L/ton FFB processed.</p>	Average	1.63																																																	
Average	1.63																																																				
<b>Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised</b>																																																					
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>Plan to reduce the usage of the non-renewable energy has been established and monitored. Reviewed the implementation records as follows:</p> <p>The operating unit monitor the diesel usage per FFB production on monthly basis. reviewed the records as follows:</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">FGVAS Taib Andak</th> <th rowspan="2">FGVPISB Kulai Palm Oil Mill</th> </tr> <tr> <th>Estate</th> <th>Contractor</th> </tr> </thead> <tbody> <tr><td>Jan</td><td>0.73</td><td>3.37</td><td>0.80</td></tr> <tr><td>Feb</td><td>0.59</td><td>3.41</td><td>0.89</td></tr> <tr><td>Mar</td><td>0.61</td><td>3.40</td><td>0.89</td></tr> <tr><td>Apr</td><td>0.60</td><td>3.68</td><td>1.00</td></tr> <tr><td>May</td><td>0.45</td><td>3.04</td><td>0.89</td></tr> <tr><td>Jun</td><td>0.41</td><td>2.87</td><td>0.43</td></tr> <tr><td>Jul</td><td>0.41</td><td>2.53</td><td>0.76</td></tr> <tr><td>Aug</td><td>0.57</td><td>2.43</td><td>0.50</td></tr> <tr><td>Sep</td><td>0.39</td><td>2.41</td><td>0.57</td></tr> <tr><td>Oct</td><td>0.55</td><td>2.29</td><td>0.64</td></tr> <tr><td>Average</td><td>0.52</td><td>2.86</td><td>0.71</td></tr> </tbody> </table>		FGVAS Taib Andak		FGVPISB Kulai Palm Oil Mill	Estate	Contractor	Jan	0.73	3.37	0.80	Feb	0.59	3.41	0.89	Mar	0.61	3.40	0.89	Apr	0.60	3.68	1.00	May	0.45	3.04	0.89	Jun	0.41	2.87	0.43	Jul	0.41	2.53	0.76	Aug	0.57	2.43	0.50	Sep	0.39	2.41	0.57	Oct	0.55	2.29	0.64	Average	0.52	2.86	0.71	Complied
	FGVAS Taib Andak			FGVPISB Kulai Palm Oil Mill																																																	
	Estate	Contractor																																																			
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Average	0.52	2.86	0.71																																																		

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<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>Monitoring and reporting of the significant pollutants to water, gaseous emissions to air and contamination on land are in place. Tools and systems used include the DOE online CEMS monitoring for air emissions, water quality at discharge points as per DID regulations and SW disposal were adhering to DOE requirements. Water samples were regularly taken every month and tested by mill environment officer in charge and analysed to ensure compliance to DOE requirements at final discharge points.</p> <p>Monitoring of the GHG quantity was done through RSPO PalmGHG Calculator Version 4.0 which is submitted to the RSPO Secretariat. Based on verification of various record, the data in the RSPO PalmGHG Calculator was correct.</p>	Complied
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).</p> <p>- Critical (Major) compliance -</p>	<p>No development within Kulai Palm Oil Mill and Supply Base 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.</p> <p>- Critical (Major) compliance -</p>	<p>Significant pollutants identification was conducted during environmental impact assessment and plans are documented under Pollution Reduction and monitoring the effects of GHG emissions plan. Implementation of plan is being monitored by appointed person in charge with target of time frame for completion.</p> <p>Reviewed the implementation of the management plan as follows:</p> <ol style="list-style-type: none"> <li>1. The mill conducted stack sampling twice a year. Reviewed the latest stack sampling conducted on 06/06/2022, refer report no.</li> </ol>	Complied

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		ETD/KSK/SE/2022/06/23067 dated 22/06/2022 and 04/10/2022, refer report no. ETD/KSK/SE/2021/10/22132. 2. The operating units monitor the diesel usage on monthly basis. Reviewed the diesel consumption per ton FFB production/processed as to date October 2022.	
<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 -	FGV has established Prohibition of Open Burning policy during replanting and documented in Group Sustainability Policy under section 5.3.6 No Open Burning/ Use of Fire.  For replanting, no land preparation conducted through burning. The previous crop were felled or mowed down, chipped and shredded and windrowed as per 'Manual Ladang Sawit Lestari' under section 6.0 "Menebang dan Mencincang Batang Sawit. Refer doc. No MLSL (Ed.3) – Sec.2 (6.0) dated 01/09/2017.  In the section 6.2 Objective stated as follows: iv. avoid environmental pollution through zero burning  No replanting for the next 5 years as the palm age was at 4 – 10 years old.	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 -	FGV has established Standard Operating Procedure for fire prevention and control measures documented in "Garis Panduan Kesiapan Menghadapi Kecemasan". Refer doc. no. FGV/FGVPM/II/IMS/15/013.  Additionally, the operating unit has established Fire Prevention Management Plan.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	The operating units communicates the fire prevention plan and control measures to during meeting with stakeholders. Reviewed the records for Stakeholder consultation conducted on 02/11/2022.	Complied

<p><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.</p>			
<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>There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</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>The estate has conducted assessment on HCV and Biodiversity and documented in dated</p> <p>HCV assessment for FGV PISB Kulai Palm Oil Mill and FASSB FGV AS Bukit Besar/ Taib Andak Estate has been conducted and documented in "Laporan Penilaian Konservasi Tinggi (HCV) &amp; Biodiversiti, Ladang Penyelidikan FASSB Taib Andak &amp; FPISB Kilang Sawit Kulai, Felda Taib Andak". The report was reviewed by Executive, Due Dilligence, Plantations Sustainability Departments dated 13/09/2022.</p> <p>As per report, no HCV area was identified within the estate area. The assessment has identified a biodiversity hotspot area for buffer zone area for branch for Sungai Semanggar that flows at the boundary of FGV AS Bukit Besar/ Taib Andak Estate. Management Plan has been established and documented in 'Pelan Pengurusan Biodiversity Kompleks Kilang Kulai (2018-2023). Sighted the implementation as follows:</p> <ol style="list-style-type: none"> <li>1. The estate has established for buffer zone area for branch for Sungai Semanggar and marked with blue and white.</li> <li>2. The estate continuously provide training to the workers to ensure the awareness on HCV and RTE. Reviewed the</li> </ol>	<p>Complied</p>

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		<p>trainings records dated 16 &amp; 17/08/2022, 04/10/2022, 14/09/2022.</p> <p>3. The estates sampled continuously conducted animal sighting and recorded in "Rekod Pemantauan Hidupan Liar dan Kawasan Sensitif". Reviewed the records for the 19/01/2022, 17/03/2022, 11/05/2022, 05/07/2022 and 06/09/2022. Among the animal sighted in the estate such as wild boar, monkey, stork, White-breasted waterhen and monitor lizard.</p>	
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>	<p>No new planting and land clearing since 15 November 2018.</p> <p>There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p> <p>As per HCV assessment conducted, no peatland and other conservation areas have been identified. The assessment has identified a biodiversity hotspot area for buffer zone area for branch for Sungai Semanggar that flows at the boundary of FGV AS Bukit Besar/ Taib Andak Estate.</p>	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>	<p>There was no rights of local communities been identified in HCV areas, HCS forest after 15/11/2018, peat land and other conservation areas.</p>	Complied

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7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>No RTE species identified in the estate visited as per HCV and Biodiversity assessment conducted.</p> <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.</p>	Complied
7.12.7	<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 audit findings have confirmed that there is no new HCVs, HCS forests peatland and other conservation areas been identified after 15/11/2018 in the 3 estates sampled.</p> <p>Monitoring of these areas are made through the daily field supervision by the field staff and executives.</p> <p>The estates sampled continuously conducted animal sighting and recorded in "Rekod Pemantauan Hidupan Liar dan Kawasan Sensitif". Reviewed the records for the 19/01/2022, 17/03/2022, 11/05/2022, 05/07/2022 and 06/09/2022. Among the animal sighted in the estate such as wild boar, monkey, stork, White-breasted waterhen and monitor lizard.</p>	Complied
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 within certification units.</p>	Complied

**Appendix B: GHG Reporting Executive Summary**

The GHG emissions that were produced in [2021] for [Kulai Palm Oil Mill] and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in [2021] for [Kulai Palm Oil Mill] and supply base are as following:

Emission per product	tCO <sub>2</sub> e/tProduct
CPO	0.82
PKO	0.82

Extraction	%
OER	20.7
KER	5.66

Production	t/yr
FFB Process	1,425.47
CPO Produced	26879.72
PKO Produced	7353.98

Land Use	Ha
OP Planted Area	52.60
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
<b>Total</b>	<b>52.60</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	519.51	0.36	0.00	0.00	0.00	0.00	519.51	0.36	
CO <sub>2</sub> Emission from fertilizer	113.99	0.08	0.00	0.00	0.00	0.00	113.99	0.08	
NO <sub>2</sub> Emission	99.48	0.07	0.00	0.00	0.00	0.00	99.48	0.07	
Fuel Consumption	5.40	0.00	0.00	0.00	0.00	0.00	5.40	0.00	
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Sink</b>									
Crop Sequestration	-492.43	-0.35	0.00	0.00	0.00	0.00	-492.43	-0.35	
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<b>Total</b>	<b>245.95</b>	<b>0.17</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>245.95</b>	<b>0.17</b>	

*\*Note: Includes both estates and smallholders*

**Summary of Mill Emission and Credit**

	tCO <sub>2</sub> e	tCO <sub>2</sub> e/tFFB
<b>Emission</b>		
POME	0.00	0.00
Fuel Consumption	271.09	0.00
Grid Electricity Utilization	179.38	0.00
<b>Credit</b>		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	-4368.35	-0.03
<b>Total</b>	<b>-3917.88</b>	<b>-0.03</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.

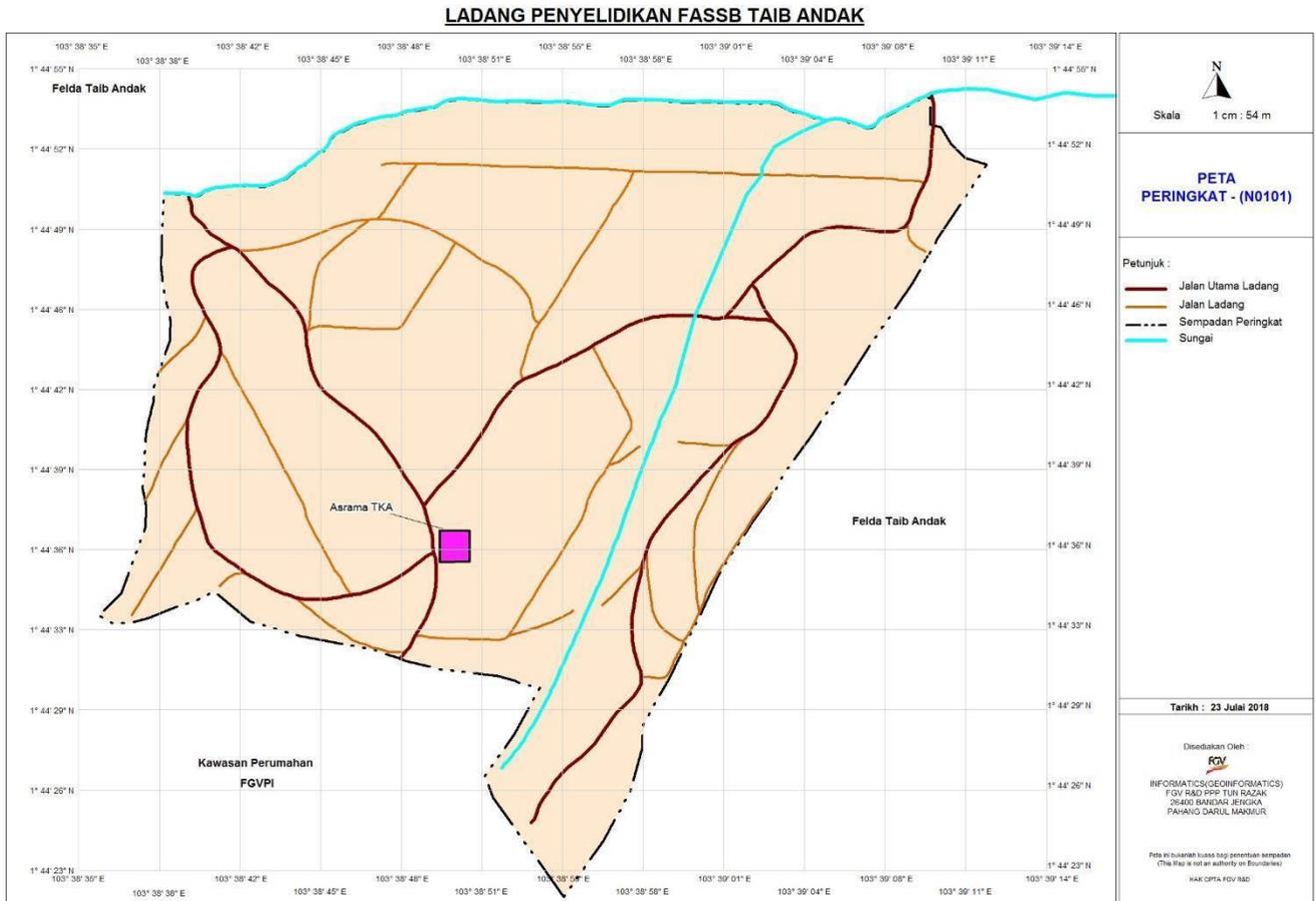
<b>Palm Oil Mill Effluent (POME) Treatment:</b>	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100.00

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

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



**Appendix D: Estate Field Map**



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**Appendix E: List of Smallholder Registered and/or sampled**

No	Name of farmer	Location	GPS Reference		Area Summary (Ha)		Forecasted annual FFB Production (MT)	Date of joining	Smallholder ID
			Latitude (N)	Longitude (E)	Total Certified Area	Planted Area			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## 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