

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

<p>Client Company Name / Parent Company: FGV Holdings Berhad</p>
<p>Client Company / Parent Company Address: Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut 50350 Kuala Lumpur, Malaysia</p>
<p>Certification Unit: FGV Palm Industries Sdn Bhd – Lepar Hilir Palm Oil Mill Location of Certification Unit: Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia</p>
<p>Date of Final Report: 28/01/2023</p>

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Sustainability Compliance & Certification Department, Level 20 (W), Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn. Bhd. – Lepar Hilir Palm Oil Mill		
Location / Address	Kilang Sawit Lepar Hilir, Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia		
Website	https://www.fgvholdings.com/home/		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27890497	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 666408	Certificate Start Date	02/02/2023
Date of First Certification	02/02/2018	Certificate Expiry Date	01/02/2028
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	The objective of the assessment was to conduct a recertification 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.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54mt / Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701754 (Mill)	MS 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	23/03/2024
MSPO 701755 (Estates)	MS 2530-3:2013 (MSPO Part 3)	BSI Services Malaysia Sdn Bhd	23/03/2024
SCCS03437	MSPO SCCS 2018	Trans Certification International Sdn Bhd	25/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Lepar Hilir Palm Oil Mill	Jalan Lepar Hilir 3, Gambang, Kuantan, 26300 Pahang, Malaysia	3° 38' 39.26" N	103° 00' 40.22" E
FGVPM Lepar Hilir 05 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 36' 03.83" N	103° 00' 40.65" E
FGVPM Lepar Hilir 06 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 35' 59.30" N	103° 00' 40.93" E
FGVPM Lepar Hilir 07 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 39' 43.23" N	102° 59' 18.02" E
FGVPM Lepar Hilir 08 Estate	Gugusan Felda Lepar Hilir, 26300 Gambang, Kuantan, Pahang, Malaysia	3° 39' 04.90" N	103° 05' 02.90" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Lepar Hilir 05 Estate	2,607.61	-	281.93	2,889.54	90.24
FGVPM Lepar Hilir 06 Estate	2,322.91	-	324.06	2,646.97	87.76
FGVPM Lepar Hilir 07 Estate	2,052.01	-	265.03	2,317.04	90.00
FGVPM Lepar Hilir 08 Estate	1,324.19	-	88.60	1,412.79	88.56
Total	8,306.72	-	959.62	9,266.34	

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6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Lepar Hilir 05 Estate	1,208.10	1,399.51	-	-	1,399.51	1,208.10
FGVPM Lepar Hilir 06 Estate	304.44	1672.10	-	346.37	2,018.47	304.44
FGVPM Lepar Hilir 07 Estate	471.82	608.94	971.25	-	1,580.19	471.82
FGVPM Lepar Hilir 08 Estate	-	1,143.46	34.49	146.24	1,324.19	-
Total (ha)	1,984.36	4,824.01	1,005.74	492.61	6,322.36	1,984.36

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 22 – Jan 23)	Actual (Jan 2022 – Sept 2022)		Forecast (Feb 23 – Jan 24)
		Previous license period (Nil)	Current license period (Jan 2022- Sept 2022)	
FGVPM Lepar Hilir 05 Estate	26,500	0	9,759.618	31,500
FGVPM Lepar Hilir 06 Estate	38,200	0	16,939.42	45,100
FGVPM Lepar Hilir 07 Estate	37,400	0	11,094.74	39,700
FGVPM Lepar Hilir 08 Estate	26,000	0	13,667.80	28,000
Total	128,100	47,698.55		144,300

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 22 – Jan 23)	Actual (Jan 2022 – Sept 2022)		Forecast (Feb 23 – Jan 24)
		Previous license period (Nil)	Current license period (Jan 2022- Sept 2022)	
Nil		-	-	
Total		N/A		

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9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 22 – Jan 23)	Actual (Jan 2022 – Sept 2022)		Forecast (Feb 23 – Jan 24)
		Previous license period (Nil)	Current license period (Jan 2022- Sept 2022)	
External FFB Suppliers	NA	-	107,222.32	NA
Total	NA	107,222.32		NA

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	January 2022	5,892.72	7,535.95	13,428.67
2	February 2022	5,160.74	7,637.75	12,798.49
3	March 2022	4,150.72	11,644.52	15,795.24
4	April 2022	3,468.18	11,891.05	15,359.23
5	May 2022	4,782.51	12,456.04	17,238.55
6	June 2022	2,948.91	14,976.36	17,925.27
7	July 2022	6,784.94	12,106.34	18,891.28
8	August 2022	7,549.32	13,799.52	21,348.84
9	September 2022	6,960.51	15,174.79	22,135.30
TOTAL		47,698.55	107,222.32	154,920.87

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10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Feb 22 – Jan 23)	Actual (Jan 2022 – Sept 2022)		Forecast (Feb 23 – Jan 24)
	Previous license period (Nil)	Previous license period (Jan 2022 – Sept 2022)	
FFB	FFB		FFB
128,100.00 mt	0	47,698.55 mt	144,300.00 mt
	TOTAL	47,698.55 mt	
CPO (OER: 20.50%)	CPO (OER: 21.30%)		CPO (OER: 21.00%)
26,260.50 mt	0	10,159.79	30,303.00 mt
	TOTAL	10,159.79 mt	
PK (KER: 4.30%)	PK (KER: 4.28%)		PK (KER: 4.50%)
5,892.60 mt	0	2,041.49 mt	6,493.50 mt
	TOTAL	2,041.49 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	January 2022	1,335.46	271.30
2	February 2022	1,131.27	220.78
3	March 2022	331.08	62.21
4	April 2022	885.70	176.46
5	May 2022	1,069.27	210.88
6	June 2022	693.64	132.50
7	July 2022	1,516.85	302.82
8	August 2022	1,723.98	380.03
9	September 2022	1,472.54	284.51
	TOTAL	10,159.79	2,041.49

11. Summary of Actual Volume sold					
Current License period (Jan 2022 – Sept 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	362.42	0	0	5,832.37	6,194.79
PK (MT)	994.29	0	0	1,047.2	2,041.49
Credits	3,878	0	0	0	3,878
Previous License period (Nil)					
CPO (MT)	0	0	0	0	0
PK (MT)	0	0	0	0	0
Credits	0	0	0	0	0

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-31cac2cf-7bb1		209.59
2	xxxx	TR-bf9f380a-0973	160.67	
3	xxxx	TR-1604ec90-f9e0		90.3
4	xxxx	TR-93b68c4a-625f	201.75	
5	xxxx	TR-9bbf2462-4275		266.92
6	xxxx	TR-571571cb-ec92		14.05
7	xxxx	TR-37f2b72a-0213		132.66
8	xxxx	TR-298ffb7-c9e3		280.77
TOTAL			362.42	994.29

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)
	Nil			
TOTAL			N/A	N/A

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11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1	XXX	5,832.37	1,047.2
TOTAL		5,832.37	1,047.2

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	XXX	15373-132014	2
2	XXX	15373-131999	776
3	XXX	15373-136261	1000
4	XXX	15373-139537	1000
5	XXX	15373-141763	100
6	XXX	15373-144172	500
7	XXX	15373-14687	500
TOTAL			3,878

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

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

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

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

Section 2: Assessment Process

Certification Body:

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

Suite 29.01 Level 29, The Gardens North Tower,

Mid Valley City, Lingkaran Syed Putra,

59200 Kuala Lumpur, Malaysia.

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Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 17-22 Oct 2022. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on 6/9/2022.

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 06/01/2022. The audit programs are included in Section 2.3.

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

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_3)	Year 5 (ASA 1_4)
FGVPISB Lepar Hilir POM	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 05 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 06 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 07 Estate	✓	✓	✓	✓	✓
FGVPM Lepar Hilir 08 Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: October 2, 2023 - October 6, 2023

Total Number of Mandays: 12 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Muhamad Naqiuddin Mazeli (MNM)	Team Leader	<p>Education: Holds a Bachelor Science Horticulture, University Putra Malaysia</p> <p>Work Experience: 11 years working experience in oil palm plantation industry as sustainability team. Joining the sustainability team, managed, implement and monitors the RSPO, ISCC, MSPO and ISO9001 and ISO 18001 certification requirements for the estates, mills, refineries and Smallholder scheme. He also support in providing training related to RSPO, MSPO and other certifications where applicable to the operations during previous company.</p> <p>Training attended: He has completed ISO 9001: 2015 Lead Auditor Course, ISO 14001: 2015 Lead Auditor Course, ISO 45001: 2018 Lead Auditor Course, HCV & HCS Introductory Training, Endorsed RSPO P&C Lead Auditor Course and SMETA Requirement Training, Endorsed RSPO P&C Lead Auditor Refresher Course and RSPO Independent Smallholder (IHS) Auditor Training</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of Occupational, Health & Safety, Estate Best Practises and supply chain requirements.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English Language.</p>
Vijay Kanna Pakirisamy (VKP)	Team Member	<p>Education: Holds a Bachelor Degree in Agribusiness Science Management with Honours, University Utara Malaysia.</p>

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		<p>Work Experience: 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 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>Training attended: He has completed ISO IMS 9001, 14001, 45001(OHS 18001) Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed RSPO SCCS Lead Auditor Course, Endorsed MSPO Lead Auditor Course, HCV & HCS Introductory Training, SMETA Requirements Training and RSPO Independent Smallholder (IHS) Auditor Training.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, mill best practices, estate best practices, Smallholders inclusion, legal requirements, environment, RSPO supply chain and HCV.</p> <p>Language proficiency: Fluent in English, Bahasa Malaysia, Tamil.</p>
<p>Mohd Razaleigh Mohamad (MRM)</p>	<p>Team Member</p>	<p>Education: Holds Bachelor Degree in Plantation Management and Agrotechnology, University Technology Mara (UiTM).</p> <p>Work Experience: He has 5 years’ experience in Oil Palm Estate management with Tradewinds Plantation Berhad. The last position held was Senior Assistant Manager. He has more than 4 years of experience in Third Party Certification Audit with Control Union (M) Sdn Bhd for RSPO P&C, MSPO P&C and GLOBALG.A.P. IFA Fruits and Vegetables. Qualified as RSPO Lead Auditor and approved to conduct Environmental and Social elements.</p> <p>Training attended: He has completed ISO 9001-2015 Lead Auditor Course, ISO14001- 2015 Lead Auditor Course, ISO45001-2018 Lead Auditor Course, Endorsed RSPO P&C Lead Auditor Course, Endorsed MSPO P&C Lead Auditor Course, Social Accountability SA8000 Auditor Course and RSPO Independent Smallholder (IHS) Auditor Training.</p> <p>Aspect covered in this audit: During this assessment, he assessed on the aspects of legal, social, and stakeholder engagement.</p> <p>Language proficiency: Fluent in Bahasa Malaysia and English.</p>
<p>Dr. Suhaili Sahari</p>	<p>Peer Reviewer</p>	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato’ Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality</p>

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		<p>and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards : MS 2530 : 2013 part 1, 2 , 3 and 4 7. Problem Solving Technique : 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard : Global GAP, Euro GAP
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Accompanying Persons:

Name	Role
Nil	

2.3 Assessment Plan

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

Date	Time	Subjects	MNM	MRM	VKP
Sunday, 16/10/2022		Travelling from Kuala Lumpur to Kuantan (Grand Darul Makmur)	√	√	√
Monday, 17/10/2022	0900 - 0930	<p>Opening Meeting:</p> <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan 	√	√	√
FGVPM Lepar Hilir 06 Estate	1030 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
		Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√

Date	Time	Subjects	MNM	MRM	VKP
	1330 - 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	√	√	√
Tuesday, 18/10/2022 FGVPI Lepar Hilir Palm Oil Mill	09.00 - 1230	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc.	√	√	√
		Stakeholder consultations: Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√
	1330 - 1630	Visit to laboratory, weighbridge and palm product storage area. 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 etc.	√	√	√
	1630 – 1700	Closing Meeting	√	√	√
Wednesday, 19/10/2022 FGVPM Lepar Hilir 05 Estate	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
	1000-1130	Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√

Date	Time	Subjects	MNM	MRM	VKP
	1330 - 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	√	√	√
Thursday, 20/10/2022 FGVPM Lepar Hilir 07 Estate	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
	1000-1130	Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√
	1330 - 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	√	√	√
Friday, 21/10/2022 FGVPM Lepar Hilir 08 Estate	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc.	√	√	√
	1000-1130	Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch break	√	√	√

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Date	Time	Subjects	MNM	MRM	VKP
	1330 - 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	√	√	√
Saturday, 22/10/2022 FGVPM Lepar Hilir 08 Estate	0900-1100	Continue with the document or site verification. 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.).	√	√	√
	1100-1130	Audit team discussion & preparation for closing meeting	√	√	√
	1130-1230	Closing meeting	√	√	√

NCR Closure Audit Plan

Date	Time	Subjects	MNM
Thursday, 5/1/2023		Travel from KL to Kuantan and check in Hotel.	√
Friday, 6/1/2023	0800-0900	Travelling from Hotel to Lepar Hilir POM	√
	0900-0930	Lepar Hilir POM: Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan (including stakeholder's/workers consultation). 	√
	0930–1130	Lepar Hilir POM: Verification on previous Major NC. Site observation ,workers interview (individual and group session) if necessary Document review – implemented evidence	√
	1130–1230	Closing	√
	1230-1700	Travelling back to Kuala Lumpur	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2022. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2025. The updated time bound plan dated Jan 2023 shows that the plan spans from year 2017 until 2025.	Complied.
Have all the estates and mills certified within five (5) years after obtaining RSPO membership?	<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. (https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is</p>	Complied

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

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	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.	
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There are no lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There are no fundamental failure in implementation of the plan.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVP M Tembangau 05, Ladang FGVP M Chegar Perah 02, Ladang FGVP M Selendang 03 and Ladang FGVP M Bukit Sagu 08 status HCVRN closed referred HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate, Malaysia HCV Network . This area proceed with land clearing. Did not go NPP as this is certified area.	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	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 M Tenggaroh 12 and FGVP M 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.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on	Complied

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	<p>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> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization</p>	
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	<p>programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is 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&C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</p>	<p>Complied</p>

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<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. 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.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

<p>Progress of scheme smallholders or outgrowers towards compliance with relevant standards</p>		
<p>Requirement</p>	<p>Remarks</p>	<p>Compliance</p>
<p>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.</p>	<p>FGVPISB Lepar Hilir POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Lepar Hilir POM.</p>	<p>Complied</p>

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 FGVM 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			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 05	Certified	2017	2017	2022	No		

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<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		
<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>	Certified	2017	2017	2022			

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Kompleks Krau	Malaysia	Ladang FGVPM Krau 02	Certified	2017	2017	2022	No		
Kompleks Krau	Malaysia	Ladang Krau 03 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Krau	Malaysia	Ladang Krau 04	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Kilang Sawit FGVPI Lepar Hilir	Certified	2017	2017	2022			
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 5	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 6	Certified	2017	2017	2022	No		
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)
Kompleks Lepar Hilir	Malaysia	Ladang Lepar Hilir 8	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Kilang Sawit FGVPI Triang	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang 2	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang 4	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 1	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	Certified	2017	2017	2022	No		
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 01	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
Kompleks Triang	Malaysia	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)
Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 04	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP
Kompleks Kechau B	Malaysia	Kilang Sawit FGVPI Kechau B	Certified	2017	2017	2022			
Kompleks Kechau B	Malaysia	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 FGVA 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 Tenggara	Malaysia	Kilang Sawit FGVPI Tenggara	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 09	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 11	Certified	2018	2018	2022	No		
Kompleks Tenggara	Malaysia	Ladang FGVPM Tenggara 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

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Kompleks Aring A	Malaysia	Ladang FGVP M Aring 3	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP M 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 FGVP M 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 FGVP M 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 FGVP M 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 FGVP M 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 FGVP M 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 FGVP M 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 FGVP M 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 FGVP I Chalok	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Chalok	Malaysia	Ladang FGVP M Setiu 1	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP

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Kompleks Chalok	Malaysia	Ladang FGVP 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 FGVI Serting	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 17	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP 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 FGVI Jerangau Barat	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Rantau Abang 1	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Rantau Abang 2	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Hampanan Badai	Malaysia	Ladang FGVAS Sahabat 59	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Kembara Sakti	Malaysia	Ladang GGVP Sahabat 54	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	Not Certified				Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh Timur 02	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM Tenggaroh 12	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification

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Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	Not Certified	2020			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	Not Certified	2019			Yes	2023	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	North	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Central A	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
TEOPP Mill	Malaysia	Central B	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification

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TEOPP Mill	Malaysia	South	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Not Certified	2021			Yes	2024	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Not Certified	2021			Yes	2025	Suspension by RSPO CP	New Certification
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Not Certified	2019			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Not Certified	2020			Yes	2024	Suspension by RSPO CP	New Certification

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

3.3 Details of Nonconformities

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

During this Assessment there were One (1) Critical; Two (2) Minor nonconformities and Two(2) Opportunity For Improvement raised. The *FGVPISB Lepar Hilir POM* Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2262423-202210-M1	Issued Date	22/10/2022
Due Date	20/1/2022	Closure Date	06/01/2023
Indicator & Category (Critical / Minor)	2.1.1 Critical		
Statement of Nonconformity:	Found inadequate compliance in Jadual Pematuhan and Clean Air 2014 Regulation at Lepar Hilir POM		
Requirement Reference:	The Unit of Certification complies with legal requirements		
Objective Evidence:	<ul style="list-style-type: none"> 3 units of Canopy Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of CAR 2014 as required According to Term No 22 of License No 003247 for period of 01/07/22-30/06/23, Environmental Audit to be conducted 2 times a year by DOE 3rd Party Auditor but not yet conducted. While in previous period of license only conducted this year on 09/06/22 DOE 3rd Party Auditor (EA 0024) and reported to DOE Pahang for License No 003247 dated 16/07/21. 		
Corrections:	<ol style="list-style-type: none"> Mill Management to conduct awareness regarding Jadual Pematuhan and DOE requirement by Eksekutif Alam Sekitar (EKAS) Zon. To submit the notification to DOE pertaining to Canopy hood 		
Root Cause Analysis:	Management do not notify DOE on Canopy Hood in Laboratory and not conduct 2 time a year by DOE 3rd party Auditor due to no monitoring and from the person in charge.		
Corrective Actions:	<ol style="list-style-type: none"> Mill Management to discuss regarding requirement Jadual Pematuhan Alam Sekitar in Environment Performance Management Committee (EPMC) meeting. To create the checklist and monitor the compliance of Jadual Pematuhan using Senarai Semak Jadual Pematuhan Syarat2 Lesen by annually 		
Assessment Conclusion:	As per document review below:- Notification to DOE for Canopy Hood:- (12)4045/LH/810/JAS 2022 dated 19/12/2022 Environmental Compliance audit conducted on 16/12/2022 (JAS.CHQ 600-3/1/2/43/1/2022) by Mohd Taufiq (DOE Reg. EA0100)		

	<p>EPMC meeting conducted on 04/2022 dated 11/12/2022 attended by 8 management sighted discuss on Senarai Semak Jadual Pematuhan Syarat2 Lesen and latest issue. Thus Major NC was close on 6/1/2023</p>
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Non-conformity			
NCR Ref #	2262423-202210-N1	Issued Date	22/10/2022
Due Date	ASA1-1	Closure Date	Open
Indicator & Category (Critical / Minor)	6.7.2 Minor		
Statement of Nonconformity:	Found the Peraturan Am Keselamatan (FPI-PK-001 dated 14/05/2022 and memo dated 05/03/2022 inadequately implemented.		
Requirement Reference:	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.		
Objective Evidence:	<ul style="list-style-type: none"> • Actual sampled at site found high volume of shredded fibre storage, not properly stored and kept. • Found cigarette buds at the area and storage to close to workshop where hotwork (welding/cutting) performed and create a potential high risk of fire for shredded/fibre that parking nearby. This was not followed as per working instruction Peraturan Am Keselamatan (FPI-PK-001 dated 14/05/2022 and memo dated 05/03/2022 		
Corrections:	<ol style="list-style-type: none"> 1. Conduct retraining on SOP emergency plan by SHO by workstation 2. To housekeeping at workshop area and place near shredded fibre. 3. To monitor at work station by using checklist 'Semakan Keselamatan Work station' every 3 months. 		
Root Cause Analysis:	No monitoring and enforcement on at workshop area and place near shredded fibre due to lack of understanding.		
Corrective Actions:	<ol style="list-style-type: none"> 1. To monitor on workplace inspection and will be discuss in OSHA meeting due to hazard and safety at workshop area and place near shredded fibre. 2. To sell or transport out the EFB according to scheduled. 3. To build up the EFB storage according to DOE requirement. 4. To train the workers regarding to safety and establish the proper smoking area. 		
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.		

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Non-conformity			
NCR Ref #	2262423-202210-N2	Issued Date	22/10/2022
Due Date	ASA1-1	Closure Date	Open
Indicator & Category (Critical / Minor)	3.4.2 Minor		
Statement of Nonconformity:	Pending issues from the previous report has not been highlighted in the current SIA management plan		
Requirement Reference:	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.		
Objective Evidence:	From the outcome of the previous social impact assessment, it has been highlighted that the is issues with foreign workers permit renewal workers for each estate. Management plan sighted and there is evidence that the management for each estate has taken sufficient action as per management plan. It also has been remarked as closed by the SIA assessor. Verification has been done by the auditor and found out that there is still pending permit renewal since 2021. However, it has not been highlighted in the latest social impact assessment management plan. Hence, Minor nonconformities has been raised		
Corrections:	To include on pending permit renewal in new SIA assessment.		
Root Cause Analysis:	No capture by SIA assessor regarding pending permit renewal since 2021 in new SIA report due to no proper checklist for SIA assessment.		
Corrective Actions:	<ol style="list-style-type: none"> 1. The management to discuss SIA Issues in mitigation plan 2. The management need to support the evidence regarding SIA issues especially on pending permit renewal. 3. To develop checklist to monitor issues on pending permit renewal endorsed by JTK wilayah. 4. To develop checklist for SIA assessment 		
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	2262423-202210-I1 Indicator 5.2.2 There is evidence that smallholder support programme has been planned and documented in the document "smallholder and dealer consultation programme schedule". For FGVPI Lepar Hilir POM under Region 01, will be conducted on 24-26 January 2023 at Grand Puteri Hotel, Kuala Terengganu. OFI raised by the auditor to ensure that the programme conducted and will be verified during the next audit.
OFI 2	2262423-202210-I2 Indicator 6.1.2

	<p>Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted agreement that has been signed by the workers where the workers agree that there is no recruitment fees has been charged. Further verification has been done through interview and found out that there is still recruitment cost (medical checkup fees, transport cost) been paid by the workers itself.</p> <p>The management for FGV Holdings Berhad has established system to monitor compliance for “zero recruitment fees” to all recruiting agent where interview with the candidates/workers has been done at the origin countries, one stop centre and at the estate where the workers has been allocated. Evidence of implementation sighted from the agreement signed by the new workers, due diligence report, investigation report and suspension letter to the recruiting agent. As for now, total 3 recruiting agent has been suspended until further notice.</p> <p>OFI has been raised to ensure that the management keep monitor the effectiveness of the implementation of the system that been established.</p>
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Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Positive feedbacks from internal and external stakeholders.
PF 3	Well maintained labour quarters at the mill and all estates.
PF 4	Generally well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2157981-202201-M1	Issued Date	26/01/2022
Due Date	22/10/2022	Closure Date	01/04/2022
Indicator & Category (Critical / Minor)	3.7.1 (Critical)		
Statement of Nonconformity:	The effectiveness of the trainings was not adequately assessed and monitored.		
Requirement Reference:	A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.		
Objective Evidence:	1. Based on the interview with the Sprayers at FGVPM Lepar Hilir 06 Estate and Nursery Sprayers at FGVPM Lepar Hilir 05 Estate, it was identified that the workers are aware of the necessity to sanitise themselves at the sanitization facility provided by the estate prior to returning home, but they still do not do so due to time and distance concerns.		

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	<ol style="list-style-type: none"> 2. Verification done on training records for sprayers in FGVPM Lepar Hilir 05 Estate indicated that not all sprayers were trained on the spraying procedures and some of the sprayers has last been trained in 2019. 3. Based on the interview with the First Aid Kit Holder for the Spraying Gang at FGVPM Lepar Hilir 06 Estate, it was noticed that the holder was unaware of the usage of the first aid kit items. 4. Communication of the procedure (Menangani aduan dan rungutan & Menangani Aduan Melalui Jawatankuasa Wanita) has been conducted by the management for each operating units to workers and stakeholders. It has been verified base on the training records during the morning briefing and memo sent to stakeholders. However, memo has not been submitted to all stakeholders and there are no confirmation on their understanding on the procedure. <p>It has been further verified base on interview with the workers and stakeholders. Stakeholders are not aware about the procedures that has been established and are unable to demonstrate their understanding on the procedure.</p>
Corrections:	<p>Issue I</p> <ol style="list-style-type: none"> a. The estate management will conduct retraining on chemical handlings conducted by management. b. The management will provide evidence on effectiveness of training c. SHO Wilayah will provide level of understanding checklist every 6 months. <p>Issue II</p> <ol style="list-style-type: none"> a. The estate management will conduct retraining on chemical handlings conducted by management. b. The management will provide evidence on effectiveness of training <p>Issue III</p> <ol style="list-style-type: none"> a. The estate management will conduct retraining for first aid kit holders. b. The management will provide evidence on effectiveness of training conducted. c. SHO Wilayah will provide level of understanding checklist every 6 months. <p>Issue IV & V</p> <ol style="list-style-type: none"> a. The management will provide evidence on communication on SOP (Menangani Aduan dan Rungutan & Menangani Aduan Melalui Jawatankuasa Wanita) for stakeholders (Training via physical/online or memo distribution).
Root Cause Analysis:	<p>Management did not enforce and follow up on effectiveness after training was done on chemical handling for sprayers due to new person in-charge managing training plan.</p> <p>Management did not conduct latest training for sprayers due to new person in-charged managing training plan, the information on training not handed over to next PIC.</p> <p>Management conducted training for first aid kit holder (Key person), but did not follow up on effectiveness after training, due to new person in- charge.</p>

	<p>Management did not diversify the way of communication on SOP (Menangani Aduan dan Rungutan & Menangani Aduan Melalui Jawatankuasa Wanita) to reach all stakeholders.</p>
<p>Corrective Actions:</p>	<p>Issue I</p> <ul style="list-style-type: none"> a. Management to discuss in Safety meeting with regional SHO regarding effectiveness after training for chemical handling training for sprayers. b. Monitoring thru regional SHO visit every 6 months for new person in-charge. <p>Issue II and III</p> <ul style="list-style-type: none"> a. Management to discuss in safety meeting regarding planning safety training (especially related to chemicals handling) with regional SHO before new year. b. Hand over note from previous PIC to New PIC. c. Checklist monitoring on effectiveness after training by PIC <p>Issue IV and V</p> <ul style="list-style-type: none"> a. To discuss in management meeting the way to diversify regarding SOP for (Menangani Aduan Dan Rungutan & Menangani Aduan Melalui Jawatankuasa Wanita) to reach all stakeholders. <p>Monitoring thru Sustainability Visit for Social Assessment / Sustainability Unit (FGVPM & FGVPIB) accordingly.</p>
<p>Assessment Conclusion:</p>	<p>Critical Nonconformity Verification</p> <ol style="list-style-type: none"> 1. Retraining was conducted on 27/01/2022 at Lepar Hilir 6 and Leper Hilir 05 for all sprayers. The training records were available for verification to include reminders to the workers to ensure they shower at the designated area prior to returning home. Training evaluation was conducted after the training to assess the level of understanding by the workers. Records were available for verification as well. The management of the operating units have appointed specific PIC to monitor the all chemical related works in the estates. Letter of appointments were available for verification. 2. Retraining was conducted on 27/01/2022 at Leper Hilir 05 for all sprayers. The training records were available for verification. Training evaluation was conducted after the training to assess the level of understanding by the workers. Records were available for verification as well. The management of the operating units have appointed specific PIC to monitor the all chemical related works in the estates. Letter of appointments were available for verification. The OSH Safety Committee Meeting Minutes dated 23/03/2022 was verified to include discussion on safety trainings planned and conducted for the year. 3. First Aid Retraining was conducted on 16/03/2022 for all first aid kit holders and well as first aiders in Lepar Hilir 06. A Training Evaluation was conducted after the training to monitor the level of understanding of all attendees. 4. The management of each estates have distributed a memo stating the SOP (Menangani Aduan dan Rungutan & Menangani Aduan Melalui Jawatankuasa Wanita) which includes the Gender Committee Complaints Flow Chart. Records of acknowledgement from the workers and stakeholders were available for verification.

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	<p>Evaluation was conducted for workers as well to monitor the level of understanding and records were available for verification.</p> <p>The memo on complaints and grievance procedures were available for verification dated as below:</p> <ul style="list-style-type: none"> - FGVPI SB Lepar Hilir POM: 07/02/2022 - FGVPM Lepar Hilir 05: 01/03/2022 - FGVPM Lepar Hilir 06: 09/03/2022 - FGVPM Lepar Hilir 07: 09/02/2022 <p>The evidence provided were able to address the non-conformity raised. Therefore, the critical nonconformity was successfully closed on 01/04/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<ul style="list-style-type: none"> i. The management of each operating unit within the certification have established a Training Plan for the year 2022. As of to date it was verified that all proposed trainings have been conducted. Records of training were available for verification. ii. Interview conducted with workers and stakeholders indicated that they are well aware on the basic requirements that the trainings have intended, such as grievance mechanism, spraying and harvesting safe operating procedures and first aid requirements among others. iii. The management have also established a training assessment form where the trainees are assessed once the training are completed to evaluate the understanding on the training provided. Records of evaluation assessment were available for verification <p>The Corrective Action to address the raised critical non-conformity has been proved to be able to ensure trainings are effectively communicated to all workers and stakeholders. Hence the Critical non-conformity remains closed.</p>

Non-conformity			
NCR Ref #	2157981-202201-N1	Issued Date	26/01/2022
Due Date	22/10/2022	Closure Date	22/10/2022
Indicator & Category (Critical / Minor)	2.2.2 (Minor)		
Statement of Nonconformity:	Contractors unable to demonstrate compliance to legal requirement		
Requirement Reference:	<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>		
Objective Evidence:	<p><u>FGVPISB Lepar Hilir POM</u></p> <p>a. The contractors also unable to demonstrates compliance of Employee Provident Fund Act 1991 and Employment Act 1955.</p> <p>For Hanifsarah Enteprise, no employment contract detailing of salary payment and benefits been provided to the workers and signed by both parties. Other than that, no contribution of employee provident fund has been made. It has</p>		

	<p>been confirmed base on document review and interview with the canteen workers.</p> <p>b. Sample of pay slips for contractors` workers (March and July 2021) Lara Seven Trade and Resources has been verified and sighted that the contractor unable to demonstrate compliance to Employee Provident Fund Act 1991 where EPF contribution did not comply with Seksyen 43 and 44, Table 3. Details as per below</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Salary</th> <th>Employee contribution</th> <th>Employer contribution</th> <th>Employee contribution (Table 3)</th> <th>Employer contribution (Table 3)</th> </tr> </thead> <tbody> <tr> <td>March</td> <td>1200</td> <td>143</td> <td>99</td> <td>132</td> <td>156</td> </tr> <tr> <td>July</td> <td>1200</td> <td>182</td> <td>126</td> <td>132</td> <td>156</td> </tr> <tr> <td>Nov</td> <td>1200</td> <td>143</td> <td>99</td> <td>132</td> <td>156</td> </tr> </tbody> </table> <p>FGVPM Lepar Hilir 05 Estate</p> <p>Sample of pay slips for contractors` workers (August and October 2021) for Mahu Berjaya Enterprise has been verified and sighted that the contractor unable to demonstrate compliance to Employee Provident Fund Act 1991 where EPF contribution did not comply with Seksyen 43 and 44, Table 3. Details as per below</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Salary</th> <th>Employee contribution</th> <th>Employer contribution</th> <th>Employee contribution (Table 3)</th> <th>Employer contribution (Table 3)</th> </tr> </thead> <tbody> <tr> <td>Aug</td> <td>1350</td> <td>150</td> <td>177</td> <td>123</td> <td>177</td> </tr> <tr> <td>Oct</td> <td>1350</td> <td>99</td> <td>177</td> <td>123</td> <td>177</td> </tr> </tbody> </table>	Month	Salary	Employee contribution	Employer contribution	Employee contribution (Table 3)	Employer contribution (Table 3)	March	1200	143	99	132	156	July	1200	182	126	132	156	Nov	1200	143	99	132	156	Month	Salary	Employee contribution	Employer contribution	Employee contribution (Table 3)	Employer contribution (Table 3)	Aug	1350	150	177	123	177	Oct	1350	99	177	123	177
Month	Salary	Employee contribution	Employer contribution	Employee contribution (Table 3)	Employer contribution (Table 3)																																						
March	1200	143	99	132	156																																						
July	1200	182	126	132	156																																						
Nov	1200	143	99	132	156																																						
Month	Salary	Employee contribution	Employer contribution	Employee contribution (Table 3)	Employer contribution (Table 3)																																						
Aug	1350	150	177	123	177																																						
Oct	1350	99	177	123	177																																						
Corrections:	<p>a. To appointed New person in charge to handle compliance for Employment Contracts among contractors. Jabatan Tenaga Kerja Wilayah (JTK) will monitor every 6 months and liase with new person in charge. JTK/Procurement Wilayah will conduct training regarding Compliance Employment Contracts by Contractors.</p> <p>b. Management to ensure all workers in comply with employment act through monthly payroll review for each employee thru meeting with contractors every 6 months.</p>																																										
Root Cause Analysis:	No enforcement by management in monitoring regarding compliance for Employment Contracts among contractors due to changes person in charge to monitor the issues.																																										
Corrective Actions:	a. New person in charge to handle compliance for Employment Contracts among contractors. Minute of meeting with JTK Wilayah (FGVPM) / SUSTAINABILITY FGVPISB every 6 month for monitor this issues																																										

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	<p>b. Training regarding Compliance Employment Contracts by JTK/Procurement Wilayah.</p> <p>c. Minute of meeting with Contractors every 6 months to discuss matter related to Employment Contracts</p>
Assessment Conclusion:	<p>There is only 1 contractor for FGVPM Lepar Hilir 06 Estate which is Syarikat Hasdori Jaya, while for For FGVPM Lepar Hilir 05 Estate, there is 2 contractors for FFB transports Syarikat Mahu Berjaya Enterprise and Syarikat Sejati Enterprise for transporting FFB. Sighted contract agreement documented under supplier code of conduct, FGV Holdings Berhad that has been signed by both parties.</p> <p>Sample of FFB supplier taken for FGVPI Lepar Hilir POM where POM received FFB from FELDA 01, 02, 03 and 04, Felda Plantation Management, and 6 independent smallholders. Sighted contract agreement between POM management and independent smallholders (Lee Kiang Heng, Husin bin Osman and Lee Kian Heng) in the document "Borang Permohonan Pembekalan Buah Tandan Sawit (BTS) Luar" and "Supplier Code of Conduct -SCOC).</p> <p>Stated in the supplier code of conduct, FGV Holdings Berhad, there requirement to comply with legal requirement and disallowing child, forced and trafficked labour.</p> <p>Social liaison PIC has been appointed for each operating units to ensure the list of stakeholders has been updated and complying with legal requirement. Training for PIC has been done by the management by JTK Wilayah during the meeting will be done every 6 months. Latest meeting conduct in August 2022. Thus minor nc was close on 22/10/2022.</p>
Effectiveness Closure (for previous audit closed Critical NC):	N/A

Non-conformity			
NCR Ref #	2157981-202201-N2	Issued Date	26/01/2022
Due Date	22/10/2022	Closure Date	22/10/2022
Indicator & Category (Critical / Minor)	3.7.3 (Minor)		
Statement of Nonconformity:	The understanding and interpretation of the Mass balance Records were unable to be demonstrated by the PICs.		
Requirement Reference:	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.		
Objective Evidence:	Relevant personals responsible for the RSPO SCCS in the mill were unable to fully understand and interpret the Mass Balance Record (Laporan Tahunan BTS/CPO/KERNEL ISCC/RSPO/MSPO 2021). Therefore, a minor nonconformity was raised.		
Corrections:	<p>a. Evidence Group Sustainability HQ (SCCD) Conduct New training for Supply chain for New PIC</p> <p>b. To appointed New person in charge to handle Supply Chain related.</p>		

Root Cause Analysis:	Due to changes in Person in charge (PIC), new PIC not yet train for RSPO SCCS Training.
Corrective Actions:	Management to decide and discuss in management meeting to submit 2 person who handling supply chain for join the training for back up PIC.
Assessment Conclusion:	Based on evidence reviewed as per below:- <ul style="list-style-type: none"> • Training record for new PIC regarding to supply chain dated 14-15/09/2022 And appointment letter refer letter: <ul style="list-style-type: none"> • (07)840A/LH/4045/RSPO.MSPO/SCC/E6/SURAT LANTIKAN dated 05/09/2022 • (02)840A/LH/4045/RSPO.MSPO/SCC/E6/SURATLANTIKAN dated 05/09/2022 And Interview with the PIC showed that they aware regarding to mass balance record thus Minor NC was close accordingly.
Effectiveness Closure (for previous audit closed Critical NC):	N/A

Opportunity for Improvement	
OFI#	Description
OFI 1	OFI Statement: Nil Verification / Follow-up actions:

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2262423-202210-M1	Critical	2.1.1	22/10/2022	Closed on 06/01/2023
2262423-202210-N1	Minor	6.7.2	22/10/2022	Open
2262423-202210-N2	Minor	3.4.2	22/10/2022	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 FGVPISB Lepar Hilir POM Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace in the mill and the estates. Fieldworkers were interviewed informally in small groups in the field. In addition, the wives of

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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.

Stakeholders contacted		
Type of Stakeholder (e.g. Internal, Union, Contractor, Governmental Department, NGO, External, Communities)	Stakeholder name / organization	Means of communication (e.g. face to face interview, email, phone interview, comment from public notice)
Internal	Female Workers	Face to Face Interview
Internal	Newly recruited workers (India)	Face to Face Interview
External Stakeholder	Kedai Runcit Zawi	Face to Face Interview
Communities	Headmaster of KAFA school, FELDA Lepar Hilir	Face to Face Interview
Contractor	Hanifsarah Enterprise	Face to Face Interview
External Stakeholder	Nory Jea Plantations	Face to Face Interview

Stakeholders comment	
1	<p>Feedbacks: Female workers</p> <p>Several female workers have been interviewed during the audit verify compliance to RSPO requirement. As per interview, it has been confirmed that all female workers have been paid equally with other men workers according to contract agreement and Minimum Wages Order 2022 which is RM1500,00/month or RM57.70/days. There are no cases of harassment happen at the workplace and all female workers aware with mechanism to report if there is any cases. All female workers have been invited to gender committee meeting that will be conducted 6 months once as one of the mechanisms to communicate policy and procedure and also to make any report for any harassment. It also has been confirmed that there is no discrimination to female workers where all female workers has been treated equally.</p> <p>Management Responses: Noted with the responses. The management is committed to provided safe workplaces for all workers including female workers and will try to improve the systems where there is any opportunities. No further verification required.</p>
2	<p>Feedbacks: Newly recruited workers (India)</p> <p>4 newly recruited workers have been interviewed during the audit. It has been confirmed that interview process at has been done at the origin countries and all newly recruited workers understand that all recruitment cost will be borne FGV Plantation Berhad. Cost for passport and medical check up need be upfront by the workers and will be reimburse at 1st months of the salary.</p> <p>Respond by 2 workers mentioned that both of them need to pay for transport fee around 1000rupee from their hometown to main city (Kolkata) where is the airport to Malaysia located. They also mentioned that already signed declaration "no recruitment fee" when they arrived due to they still not comfortable and tired after long journey and new place.</p> <p>Management Responses:</p> <p>The management said that all procedure has been followed and implemented where interviewed with the workers on their understanding and declaration by the workers has been done at the origin country and one stop centre. Another interview will be done after 3 months of services. Noted with the management responses. OFI has been raised as part of monitoring for next audit.</p>
	<p>Feedbacks: Kedai Runcit Zawi</p>

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	<p>Encik Zawi has been doing business in FGVPM Lepar Hilir 07 Estate for more than 10 years As per interview, the shops has been run by the family members which is his son and spouse. All things has been purchased from Jaya Gading town with additional price for transporting cost and profit. There is no issues with the estate management where the management has maintained good relationship with the external stakeholder. Encik Zawi said that he is aware about complaint procedure, consultation and communication procedure and other policies that has been established.</p>
	<p>Management Responses: The management is committed to communicate procedure/policies and maintain good relationships with the contracted parties. It has been verified that Kedai Runcit Zawi complied with legal requirement where all licences (business licences, licences to sell "Barang-barang kawalan berjadual" and licences to sell LPG (Liquid petroleum gaseous).</p>
	<p>Feedbacks Headmaster of KAFA school, FELDA Lepar Hilir KAFA Lepar Hilir located around 3km from FGVPI Lepar Hilir POM and some kids from FGVPI Lepar Hilir POM and travel by van to school. She also mentioned good relationship has been maintained between both parties and he also mentioned that he aware about consultation and communication procedure and know who need to be contacted for any communication/consultation. He also hopes that there will be activities together with FGVPI Lepar Hilir POM and school.</p>
	<p>Audit Team verification and response: The management noted with the comment and committed to maintain good relationship with the school and will try to identify any potential contribution to school. Any activities will be planned in early year 2023. No further verification required</p>
	<p>Feedbacks: Hanifsarah Enterprise Based on interview, the contractor agreed good relationship has been established between management and contractors. The contractor also mentioned that the payment paid within 30 days as per terms and conditions. Contractor was being briefed regarding RSPO & MSPO during stakeholders meeting. All workers recruited is local workers and SOCSO and EPF contribution made by the contractors itself.</p>
	<p>Audit Team verification and response: The estate management noted with the comment and will try to improve communication and relationship with all contractors. Payment for contractor will be made by Region Office and all documents for payment prepared by the estate. No further verification required</p>
	<p>Feedbacks: Nory Jea Plantations (Neighbouring Estate) It has been confirmed that clear demarcation has been established by both parties within the boundaries and there is no issues of overplanting, boundaries. Other than, the management of both parties cooperate to maintain the condition of boundaries. Good relationship has been maintained between both parties where often communication/meeting has been done.</p>
	<p>Audit Team verification and response: Further verification has been done and agreed that boundaries has been maintained and clearly demarcated. The management is committed to communicate procedure/policies and maintain good relationships with the neighbouring estates. No further verification required</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
FGVPM Estates in Lepar Hilir have all undergone 2 nd Cycle of Replanting therefore this is not applicable.					

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

3.5 Impartiality and conflict of interest

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

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Formal Signing-off of Assessment Conclusion and Recommendation

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that <i>FGVPISB Lepar Hilir POM</i> 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 <i>FGVPISB Lepar Hilir POM</i> is certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Muhamad Naquiuddin Mazeli	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI Services (M) Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Lead auditor	Title: Sustainability Manager
<p>Signature:</p> 	<p>Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i></p> 
Date: 08/01/2023	Date: 11 JAN. 2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established internal SOP for information request from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>List of documents that publicly available has been specified in the memo dated 03/01/2022 with total 20 document that has been publicly available. There is evidence that all document listed are as per specified in RSPO P&C.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Lepar Hilir Certification Unit upon request. Policies & guidelines are also made available in the company's website:</p> <p>https://www.fgvholdings.com/sustainability/policies-guidelines/.</p>	Complied
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	<p>Records of information request for each operating units sighted in the document "Rekod permohonan dan maklumbalas, 2022" where there 4 requests has been received for year 2022 for FGVPI Lepar Hilir POM. There is evidence that all request has been responded by the person in charge. While for estates, there is only request of information from internal parties such as agronomist and headquarters.</p>	Complied

1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has established SOP for information request from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated 01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <p>For FGVPM Felda Lepar Hilir 06 Estate, Mr Muhammad Yaaqub bin Satar has been appointed as workers affair clerk and there is evidence that the procedure has been explained to stakeholders through memo that has been disseminate through email/by hand. Sample has been taken for Klinik Desa Lepar Hilir 01 and Tabika Kemas Felda Lepar Hillir 05.</p>	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives.</p> <p>- Minor compliance -</p>	<p>List of stakeholders has been divided into 2 categories which are internal and external stakeholders. For internal stakeholder, 7 stakeholders have been included such as committee nurse, contractors, kindergarten teacher, auxiliary police and KAFA teacher. While for external, stakeholders listed is local committee such as LKKP Corporation Sdn Bhd, Ladang Lepar Baru, FELDA settlers, government agency such as police station, school (Sekolah Kebangsaan (LKTP) Lepar Hilir 01 and Sekolah Menengah Kebangsaan Lepar Hilir), Jabatan Alam Sekitar and Jabatan Tenaga Kerja Negeri Pahang. Detail included such as person in charge, address, and phone number.</p>	Complied
<p>Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.</p>			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment regarding sustainability matter.</p> <p>Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was</p>	Complied

		<p>established which incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>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 are accessible by the stakeholders via www.fgvholdings.com/sustainability/.</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 system to monitor compliance to the policy through internal audit which is conducted at least annually. For FGVP Lebar Hilir 06 Estate, latest internal audit was conducted on 12-15/09/2022 by Mr Muhammad Shafiq Ariffin bin Muhd Ariff and total 8 Nonconformities has been raised. However, there is no nonconformities has been raised related to policy for ethical conduct.</p> <p>Other than that, 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>Other than that, FGV Holdings Berhad, Group Internal audit (GIA) in headquarters was established as part of mechanism to monitoring compliance of business transaction for all operating units under FGV Holdings Berhad. Compliance of monitoring will be done base on sample of operating units. For Wilayah 1, latest audit for business transaction done in FGV Kerteh Complex and FGV Chini Complex in November 2022.</p>	Complied

Principle 2: Operate legally and respect rights

Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.

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<p>2.1.1</p>	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>FGVPISB Lepar Hilir POM and its Supply Bases 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. Among others, the licenses/permit verified were:</p> <p><u>FGVPM Lepar Hilir 06 Estate</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 559043002000; License Validity Period: 01/03/2022 – 28/02/2023. Estate Area: 2647.02 Hectare. 2. Permit Khas Barang Kawalan Berjadual; Serial Number: PK (C003707); Reference Number: PHG/P/K/030/2021; Description: Petrol Ron 95; Quantity: 100 Litres/Day; License Validity Period: 18/03/2022 – 17/03/2023. 3. Permit Barang Kawalan Berjadual; Serial Number: P (C003475); Description: Diesel; Storage Quantity: 10,000 Litres; License Validity Period: 16/11/2021 – 15/11/2024. 4. Fire extinguisher already been renew by BOMBA and valid until 12/11/2022 refer as APA no. PW072021Z38179 <p><u>FGVPISB Lepar Hilir POM</u></p> <ol style="list-style-type: none"> 5. MPOB License; License Number: 500205504000; License Validiy Period: 01/04/2021 – 31/03/2022. 6. Permit Barang kawalan Berjadual; Serial Number: P (C001884); Reference Number: PHG/PD/K/34/2015; Description: Diesel; Storage Quantity: 25,000 Litres; License Validity Period: 31/05/2021 – 30/05/2024. 7. Weighbridge Calibration conducted by De Metrology Sdn Bhd as per certificate D095382 dated 27/07/2022. The machine was Mettler Toledo 70,000kg IND 310 no series 00996616GM DE 2 019599. 	<p>Non-compliance</p>
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		<p>8. Weighbridge Calibration conducted by Metrology Corporation Malaysia Sdn Bhd as per certificate B1760818 dated 01/09/2022. The machine was MPK(E) 60,000kg x 10kg ZM 510 no series 201650410</p> <p><u>FGVPM Lepar Hilir 07 Estate</u></p> <p>9. MPOB license was available 619817002000. Validity was dated 01/11/2022 until 31/10/2023 with total 2316.33.</p> <p>10. License for poison from DOA as per PHG/2022/ACP/040(GL) with total 350kg for supplier ICP Agro Solutions Sdn Bhd. dated 10/06/2022.</p> <p>11. SSM license for certificate of incorporation on change of name of company dated 18/12/2018 for Felda Global Ventures Plantations (Malaysia) Sdn Bhd into FGV Plantations (Malaysia) Sdn Bhd.</p> <p>12. Weighbridge Calibration conducted by Metrology Corporation Malaysia Sdn Bhd as per certificate 6096951 dated 28/06/2022. The machine was Neraca Spring OKAZAWA [100kg] no series 58 028267.</p> <p><u>FGVPM Lepar Hilir 08 Estate</u></p> <p>13. MPOB license was available 558970002000. Validity was dated 01/03/2022 until 28/02/2023 with total 1412.79.</p> <p>14. Permit Barang Kawalan Berjadual; Serial Number: PK (C003430); Description: Petrol RON 95; 50 liter; License Validity Period: 15/02/2022 – 14/02/2023.</p> <p><u>FGVPISB Lepar Hilir 05 Estate</u></p>	
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		<ol style="list-style-type: none"> 1. MPOB License (FFB); License Number: 559601002000; License Validity Period: 01/04/2021 – 31/03/2022. Estate Area: 2889.54 Ha. 2. MPOB License (Nursery); License Number: 569156011000; License Validity Period: 01/02/2022 – 31/01/2023. 3. Permit Khas Barang kawalan Berjadual; Serial Number: PK (C002492); Reference Number: PHG/PD/K/023/2021; Description Diesel (200 Litres/Day) & Petrol Ron 95 (100 Litres/Day); License Validity Period: 27/04/2021 – 26/04/2021. <p>However found in FGVPIB Lepar Hilir POM:-</p> <ul style="list-style-type: none"> • 3 units of Canopy Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of CAR 2014 as required. • According to Term No 22 of License No 003247 for period of 01/07/22-30/06/23, Environmental Audit to be conducted 2 times a year by DOE 3rd Party Auditor but not yet conducted. While in previous period of license only conducted this year on 09/06/22 DOE 3rd Party Auditor (EA 0024) and reported to DOE Pahang for License No 003247 dated 16/07/21. <p>Thus Major Nonconformity was raised.</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, Legal and Other Requirements (FPI/L2/QOSHE 2.0, 29/11/2016).</p> <p>The applicable legal requirements for the mill and estate were registered in “Daftar Perundangan dan Lain-lain Keperluan” (Register of Legal and Other Requirements) (FPI/L4/QOSHE-2.1 Pind 0).</p> <p>The register has info about Legal and Other Requirements, Reference Number, Name of Act, Act Number, Legal Registration Number, Date of Update and Date of ECMS entry.</p>	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 Min Wages 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 estates have installed boundary markers as sighted during the visit at the field. This confirmed that they have maintained boundary markers by installing the red/white pole and signage. In addition, there were trenches and road to mark the separation of properties of each estates.</p>	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>The operating units maintain list of contracted parties as parts of their stakeholders includes internal (within FGVPI Lepar Hilir POM and supply base) such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.</p> <p>There is only 1 contractor for FGVPM Lepar Hilir 06 Estate which is Syarikat Hasdori Jaya for transporting FFB. The contractor has been included in the stakeholders list. While for FGVPI Lepar Hilir POM, there is no contractor has been appointed.</p> <p>For FGVPM Lepar Hilir 05 Estate, there are 2 contractors for FFB transports as per below</p> <ol style="list-style-type: none"> a. Syarikat Mahu Berjaya Enterprise b. Syarikat Sejati Enterprise 	Complied

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<p>2.2.2</p>	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>There is only 1 contractor for FGVPM Lepar Hilir 06 Estate which is Syarikat Hasdori Jaya, while for For FGVPM Lepar Hilir 05 Estate, there is 2 contractors for FFB transports Syarikat Mahu Berjaya Enterprise and Syarikat Sejati Enterprise for transporting FFB. Sighted contract agreement documented under supplier code of conduct, FGV Holdings Berhad that has been signed by both parties.</p> <p>Sample of FFB supplier taken for FGVPI Lepar Hilir POM where POM received FFB from FELDA 01, 02, 03 and 04, Felda Plantation Management, and 6 independent smallholders. Sighted contract agreement between POM management and independent smallholders (Lee Kiang Heng, Husin bin Osman and Lee Kian Heng) in the document "Borang Permohonan Pembekalan Buah Tandan Sawit (BTS) Luar" and "Supplier Code of Conduct -SCOC).</p> <p>Stated in the supplier code of conduct, FGV Holdings Berhad, there requirement to comply with legal requirement and disallowing child, forced and trafficked labour.</p> <p>Social liaison PIC was appointed for each operating units to ensure the list of stakeholders are updated and complying with legal requirement. Training for PIC was provided by JTK Wilayah during the 6th monthly meeting. Latest meeting conduct in August 2022.</p> <p>Due diligence for each contractors has been done by operating units each month where all document related to workers has been collected by each operating units for verification. Other than, it has been inspected base workplace inspection that has done every 3 months by the management and will be discuss during the OSH meeting.</p>	<p>Complied</p>
<p>2.2.3</p>	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>There is only 1 contractor for FGVPM Lepar Hilir 06 Estate which is Syarikat Hasdori Jaya, while for For FGVPM Lepar Hilir 05 Estate, there is 2 contractors for FFB transports Syarikat Mahu Berjaya Enterprise and Syarikat Sejati Enterprise for transporting FFB. Sighted contract</p>	<p>Complied</p>

		<p>agreement documented under supplier code of conduct, FGV Holdings Berhad that has been signed by both parties.</p> <p>Sample of FFB supplier taken for FGVPI Lepar Hilir POM where POM received FFB from FELDA 01, 02, 03 and 04, Felda Plantation Management, and 6 independent smallholders. Sighted contract agreement between POM management and independent smallholders (Lee Kiang Heng, Husin bin Osman and Lee Kian Heng) in the document "Borang Permohonan Pembekalan Buah Tandan Sawit (BTS) Luar" and "Supplier Code of Conduct -SCOC).</p> <p>Stated in the supplier code of conduct, FGV Holdings Berhad, there requirement to comply with legal requirement and disallowing child, forced and trafficked labour.</p> <p>Social liaison PIC has been appointed for each operating units to ensure the list of stakeholders has been updated and complying with legal requirement. Training for PIC has been done by the management by JTK Wilayah during the meeting will be done every 6 months. Latest meeting conduct in August 2022</p>	
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> • Information on geo-location of FFB origins • Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder • One or more supporting documents for claims • Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>The mill has 4 estates supplying FFB within the certification scope and 30 supply base supplying FFB from outside the certification scope (17 estates, 7 dealers and 6 smallholders). The mill has compiled the evidences for all its suppliers on the information on geo-location of FFB origins, evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder, one or more supporting documents for claims and valid MPOB license. Sampled the documents as below:</p> <p>Smallholder: Dzulhatta Bin Md Tahar; MPOB license 204873501000; Validity from 01/11/2019 until 31/10/2024; Land title Lot PT 1232.</p>	Complied

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		<p>Burhan Bin Yaakub; MPOB license 509873701000; validity from 31/07/2018 until 30/06/2023; Land title Lot 695</p> <p>Husin Bin Osman; MPOB license 565889901000; validity from 01/08/2021 until 31/07/2026; Land title Lot 740</p> <p>Dealer:</p> <p>Ekstapalma Sdn Bhd; MPOB license 616994015000; Validity from 01/12/2021 until 30/11/2022</p> <p>Tai Ichi Enterprise Sdn Bhd license 505536115000; Validity from 01/07/2022 until 30/06/2023</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>There are 7 collection centres registered in the mill’s list of FFB suppliers. The data already been collected as per sampling on Kim Ma Oil Palm (Transport) Sdn Bhd and Tai Ichi Enterprise Sdn Bhd.</p>	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Lepar Hilir POM and supply base have established and implemented its commitment to a long term sustainability and financial viability through an operating expenditure /capital expenditure planning. The mill has a budget for financial year Jan - Dec comprises of the following components;</p> <p>a. Crop processed with anticipated extraction ratios including a 5-year forecast.</p> <p>b. Cost components include the following</p> <p>a. General charges statement</p> <ul style="list-style-type: none"> - General charges - Cost of supervision/Cost of labour 	Complied

		<ul style="list-style-type: none"> - Cost of other - Cost of RSPO/MSPO & Other Management system ii. Capital expenditure statement <ul style="list-style-type: none"> - Building, utilities, welfare - Plant & machinery - Office equipment - Furniture & fittings - Electrical installation iii. Plant /Mill inclusive of processing /dispatch cost <p>The five years planning horizon 2022-2026 is available. Similarly, the 4 estates possessed a similar budget format. Inclusive is a 5-year budget/forecast financial plan 2022-2026 allocating categories among others;</p> <ul style="list-style-type: none"> a. Crop yielding area b. Mature cost c. General charges/upkeep/collection/depreciation d. Cost/ha & cost /mt FFB e. CAPEX <p>As per verification on implementation of 2021 budget, sampling on diesel budget. The budget was RM 199,826 and actual using as per Dec 2021 was RM 79,021.09. The record was available at site for verification.</p>	
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<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>There is budget for replanting program for Lepar Hilir supply base for 5 years as per below;-</p> <table border="1" data-bbox="1122 443 1912 820"> <thead> <tr> <th>Year/Estate</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>FGVPM Lepar Hilir 06 Estate</td> <td>0</td> <td>346.37</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>FGVPM Lepar Hilir 05 Estate</td> <td colspan="5">No replanting</td> </tr> <tr> <td>FGVPM Lepar Hilir 07 Estate</td> <td colspan="5">No replanting</td> </tr> <tr> <td>FGVPM Lepar Hilir 08 Estate</td> <td>180.73</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year/Estate	2023	2024	2025	2026	2027	FGVPM Lepar Hilir 06 Estate	0	346.37	0	0	0	FGVPM Lepar Hilir 05 Estate	No replanting					FGVPM Lepar Hilir 07 Estate	No replanting					FGVPM Lepar Hilir 08 Estate	180.73	0	0	0	0	<p>Complied</p>
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<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -</p>	<p>There were meetings to discuss on issues related to sustainability status and compliance held by the estate and the mill. The minutes of meeting was established for all relevant meeting. Among others the agenda discussed were:</p> <ol style="list-style-type: none"> 1. Internal audit findings 2. Stakeholders feedback, 3. Produce Quality 4. complaint and grievance 5. Status of preventive and corrective actions 6. Changes that could affect the management system 7. Recommendation for improvement <p>The record was available at each sampling estate as per below record:- FGVPM Lepar Hilir 06 Estate:- 14/09/2022 internal audit and MRM was on 20/09/2022</p>	<p>Complied</p>																														

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		<p>FGVPM Lepar Hilir 08 Estate:- 15/09/2022 internal audit and MRM was on 01/10/2022</p> <p>FGVPM Lepar Hilir 07 Estate:- 12/09/2022 internal audit and MRM dated 20/09/2022</p> <p>FGVPM Lepar Hilir 05 Estate:- 15/09/2022 internal audit and MRM dated 05/10/2022</p> <p>FGVPISB Lepar Hilir POM:- Audit on 14-15/09/2022 and Management review was on 29/09/2022</p>	
<p>Criterion 3.2: The unit of Certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable Continuous improvement in key operations.</p>			
<p>3.2.1</p>	<p>(C) The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification.</p> <p>- Critical (Major) compliance -</p>	<p>The mill and supply base estates have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised. Among the plans highlighted were as below:</p> <p>FGVPISB Lepar Hilir POM</p> <ol style="list-style-type: none"> 1. To achieve Yearly Budget for OER at 20.85% and KER at 4.60% for 2022. 2. To ensure Zero Accidents for the year 2022. 3. To upgrade the housing complex for better comfort and safety of the employees. 4. Minimize the diesel usage at (RM 1.07/Mt) for the year 2022. <p>FGVPM Lepar Hilir 05 Estate</p> <ol style="list-style-type: none"> 1. To achieve budget by ensuring number of harvesters are sufficient (1 Harvester:18Ha), Harvesting rounds at 3 rounds per month and pruning management. 	<p>Complied</p>

		<ol style="list-style-type: none"> 2. To optimize the use of grass cutting machines and increase workers productivity. 3. To reduce and replace the use of chemicals in the estate. 4. To ensure Zero Open Burning in the estate. 5. To Monitor, reduce and record diesel usage during transportation of FFB to the mill and daily operations. <p>FGVPM Lepar Hilir 06 Estate</p> <ol style="list-style-type: none"> 1. To reduce usage of chemicals and switch to less hazardous chemicals in the estate. 2. To ensure zero open burning by continuous monitoring at the linesite and awareness among workers. 3. To ensure estate cost does not exceed the 2022 budget by reducing weeding rounds and control on purchases. 4. To achieve production budget by ensuring harvesters ratio at 1:20, harvesting rounds at 2 rounds per month and pruning management. 5. To conduct quarterly Workers Welfare Meetings at to ensure workers welfare issues are addressed. <p>FGVPM Lepar Hilir 07 Estate</p> <ol style="list-style-type: none"> 1. Ensure usage of mechanisation (harvesting) to increase workers productivity. 2. EFB Application to be done to increase harvesting productivity. 3. Continuous inspection of housing complex. 4. Awareness for all workers on preserving the environment. 	
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		<p>5. To conduct biweekly Workers Welfare Meetings at to ensure workers welfare issues are addressed.</p> <p>FGVPM Lepar Hilir 08 Estate</p> <ol style="list-style-type: none"> 1. Reduction and substitution on Chemical Use in the estate. 2. Continuous monitoring at workers quarters. Continuous awareness for workers on environmental cleanliness. 3. Ensure estate cost does not exceed the 2022 budget. Controlling the spraying rounds and purchase of chemicals. 4. Ensure harvesters are sufficient (1:18 Ha). Ensure harvesting rounds at 3 rounds per months. 5. Reduction in accident cases involving Harvesting Work by 25% in the estate. <p>Verification on previous Continuous plan in sampling estate, in FGVPM Lepar Hilir 05 the plan was using grass cutter in field for low the chemical usage and cost due to cost for chemical become more high. The record implementation available. The record show that application in field PR19M, PR21N and PM18L where they accomplish the implementation dated 31/12/2021.</p> <p>There also continuous action plan on to increase the cutter for FFB from 1cutter /16 ha into 1cutter /18 ha at FGVPM Lepar Hilir 08, this action plan was still continue until year 2022 due to lack foreign worker in year 2021 and still progress to achieve the target.</p>	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p>	<p>RSPO metric template version 2.1 is used for the reporting of FGVPI SB Lepar Hilir Certification Unit’s metrics (economic, social and environment). Data reporting period is January to December 2021 for (social and environment metrics) and economic metrics from Sep 2021 – Aug 2022 (counting back from audit month). Based on</p>	Complied

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	<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>verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The mill processing system is documented in the following documents among others;</p> <ul style="list-style-type: none"> a. The Mill Lestari Processing Manual b. Mill Standard Operating Procedure, c. The Mill Quality Management Manual <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from;</p> <ul style="list-style-type: none"> a. The reception, sterilization, threshing, pressing, b. Clarification, depericarping (nut polishing) station, c. Effluent, laboratory, workshop, dispatches etc. <p>In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p> <p>The standard operation procedure SOP for the estate operations is available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ul style="list-style-type: none"> a. Manual Ladang Sawit LESTARI on reviewed 01/06/2012 – Sawit pra matang edisi II seksyen 3 	<p>Complied</p>

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		<p>b. Manual Ladang Sawit LESTARI reviewed on 01/06/2012 – Sawit matang edisi II seksyen 4</p> <p>c. Manual Ladang Sawit LESTARI 01/06/2012 – Pembajaan sawit edisi II seksyen 5</p> <p>d. Prosedur Kerja Selamat</p> <p>e. Manual Kelestarian (Sustainability)</p> <p>Amendments are made should there be requirement to suit the local issues/situation.</p>	
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. The mechanism as described below as per below sampling:-</p> <p>Agronomist report for FGVPM Lepar Hilir 07 dated 13/05/2022 by Erwan Syah Bin Tuqiman.</p> <p>In FGVPM Lepar Hilir 08 the agronomist already conduct the assessment and report dated 12/05/2022</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Both the estates and mill audited maintained all records of monitoring and available for review. There are several levels of records beginning from the field/mill supervisors to executives and the Managers. The Regional Controller (RC) are accountable to monitor the estates/mill compliance towards the SOP, budget and productivity among others. Estates / Mill performances are reviewed during the monthly meeting with Regional Controller or Zone Head. The following reports were reviewed and verified.</p> <p>FGVPM Lepar Hilir 05 ; 14-15/09/2022</p>	Complied

		<p>FGVPM Lepar Hilir 06 ; 16/09/2022 FGVPM Lepar Hilir 07; 13/09/2022 FGVPM Lepar Hilir 08; 15/09/2022</p>	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>Social impact assessment has been done for Lepar Hilir Complex and documented in the document title " Laporan Kajian Penilaian Impak Sosial" done by Mr Ahmad Akram Abd Jalal, from sustainability compliance and certification department. The assessment has been done through interview with external and internal smallholders, responds from the minutes that has been done by the operating units, previous social impact assessment report.</p> <p>Outcome of the report is negative and positive impact has been highlighted in the report as feedback from the interview and document review. Result of negative impact such as</p> <ul style="list-style-type: none"> a. Lack of participation from the parent for activities that has been conducted by the school. b. There is no communication between FELDA and FGVPM related to pesticides control for bagworm to ensure effective pesticides control c. Action that has been taken for each complaint has not been communicated to the complainer. <p>There was no new planting in the estates. This is verified through the following document/facts.</p> <ul style="list-style-type: none"> a. Hectare statement compared to the previous year. b. Interviews with the management c. Field visits and verification. 	Complied

		<p>The assessment of both the above was made in Social/Environmental Management Plan 2022 (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) among others aimed;</p> <ol style="list-style-type: none"> a. To assess current condition based on identified potential aspects b. To verify presence of protected & conservation areas that could be significantly affected. c. To assess the social & environmental impact on the affected areas/stakeholders arising from the estate/mill activities.to reduce and control the pollution (negative impacts) and action plan to sustain the environmental impact (positive) has been developed with details in: <ul style="list-style-type: none"> - Jadual 1 Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling Ketara - Jadual 2, Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang - Jadual 3. Pelan Tindakan (Action Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang Dan Mengawal Pencemaran (Impak Positif) d. To comply with various sustainability certification schemes <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas. The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. All the above</p>	
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		<p>documents were updated accordingly respectively in Jan 2022. These contents are reviewed annually for any revision and updates.</p> <p>The Social/Environmental Management Plan (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) for 2022 produced among others includes the following.</p> <ul style="list-style-type: none"> a. Organization information b. Scope of assessment & team c. Methodology assessment timeline, approach and parameters d. SEAI matrix and findings. <p>All sites and the reports were visited and sighted respectively by the auditors in presence of the SCCD, Regional SHO estates and mill personnel.</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>Management plan for each estate has been established based on the recommendation from the SIA report and documented in the document "Pelan Pengurusan Tindakan (Management Plan) bagi impak social (Negatif). There is evidence that the management and monitoring plans established with participation of the affected stakeholders during the interview. Management plan has been divided into short period (Feb- July 2022), Medium period (August 22- Jan 2023) and Long Period (Feb- July 2023).</p> <p><u>Minor Nonconformities</u></p> <p>From the outcome of the previous social impact assessment, it has been highlighted that the is issues with foreign workers permit renewal workers for each estate. Management plan sighted and there is evidence that the management for each estate has taken sufficient action as per management plan. It also has been remarked as closed by the SIA assessor. Verification has been done by the auditor and</p>	Non-compliance

		<p>found out that there is still pending permit renewal since 2021. However, it has not been highlighted in the latest social impact assessment management plan. Hence, Minor nonconformities has been raised</p> <p>The Social/Environmental Management Plan (Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang/Kilang) for period 2022 is available for the CU. The plan among others incorporated the objectives, category, action, frequency, person in charge and monitoring period. Among others issues as extracted below:</p> <ul style="list-style-type: none"> a. To ensure compliance to SOP and legal requirement regarding social (appointment of person in charge/committee to handle social matters, communication on policies/SOP on social to relevant stakeholders, monitoring of pay and agreement of workers and contractor’s workers and to maintain housing and facilities provided to workers). b. To contribute to local communities’ development c. Community and employee alert on the present pandemic Covid - 19 d. PPE issuance and compliance for employees e. Domestic waste disposal f. Enhance understanding on safety guidelines in mill. g. Health awareness among employees. h. Audiometric test awareness among employees. <p>The aspect and impact analysis for all the mill/estate operations are documented on Jan 2022 and revised annually. In the comprehensive report, the study of aspect and impact are aimed to;</p>	
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		<p>a. Plan to avoid negative impact and to promote positive impacts. b. Reduction disposal of waste taking into consideration of social responsibilities. c. Plan to reduce pollution and release of GHG d. Development and implementations.</p> <p>The aspect and impact covered the following activities/operations among others;</p> <table border="1" data-bbox="1137 699 1890 1082"> <thead> <tr> <th colspan="4">Lepar Hilir Estates</th> </tr> <tr> <th></th> <th>Activities</th> <th></th> <th>Activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Poisoning of VOPs/ woodies</td> <td>7</td> <td>Vehicle maintenance by contractors</td> </tr> <tr> <td>2</td> <td>Circle spraying</td> <td>8</td> <td>EFB application</td> </tr> <tr> <td>3</td> <td>Management of empty containers</td> <td>9</td> <td>Fertilizer storage /application</td> </tr> <tr> <td>4</td> <td>Rat baiting</td> <td>10</td> <td>Grass slashing</td> </tr> <tr> <td>5</td> <td>Diesel Reception</td> <td>11</td> <td>Chemical's storage</td> </tr> <tr> <td>6</td> <td>Triple rinsing</td> <td>12</td> <td>Grading of FFB</td> </tr> </tbody> </table> <table border="1" data-bbox="1137 1161 1890 1393"> <thead> <tr> <th colspan="4">Lepar Hilir Palm Oil Mill</th> </tr> <tr> <th></th> <th>Activities</th> <th></th> <th>Activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Effluent treatment</td> <td>7</td> <td>EFB storage</td> </tr> <tr> <td>2</td> <td>Engine room operations</td> <td>8</td> <td>Laboratory</td> </tr> <tr> <td>3</td> <td>Boiler operations</td> <td>9</td> <td>Workshop operations</td> </tr> <tr> <td>4</td> <td>CPO storage</td> <td>10</td> <td>Sterilization</td> </tr> </tbody> </table>	Lepar Hilir Estates					Activities		Activities	1	Poisoning of VOPs/ woodies	7	Vehicle maintenance by contractors	2	Circle spraying	8	EFB application	3	Management of empty containers	9	Fertilizer storage /application	4	Rat baiting	10	Grass slashing	5	Diesel Reception	11	Chemical's storage	6	Triple rinsing	12	Grading of FFB	Lepar Hilir Palm Oil Mill					Activities		Activities	1	Effluent treatment	7	EFB storage	2	Engine room operations	8	Laboratory	3	Boiler operations	9	Workshop operations	4	CPO storage	10	Sterilization	
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		5	Diesel Reception/storage	11	Chemical's storage	
		6	Decanter operation	12	Scheduled wastes storage	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The Social/Environmental Action Plan 2022 available for each unit were available having information i.e issues, management plan, PIC and time frame. The input is gathered from the meeting minutes among others;</p> <ul style="list-style-type: none"> a. Gender Committee, union b. Safety Meeting, c. Complaint & Request from internal & external stakeholders d. Management meeting at estates/mill and regional level. e. Dialogue during the morning muster. f. Interview approach with employees. 				Complied
Criterion 3.5: A system for managing human resources is in place.						
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV has developed Garis Panduan Pengambilan & Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3 dated 01/05/2020) for the mill of FGV Palm Industries Sdn Bhd.</p> <p>Jabatan Tenaga Kerja FGV has developed a list of Policy and Procedure with the name Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>FGV Group has established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019 which available in company's website, 12. 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</p>				Complied

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		<p>procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p> <p>List of documents that is made publicly available has specified in the memo dated 03/01/2022 with total 20 document. There is evidence that all document listed are as per specified in RSPO P&C including Employment procedures for recruitment, selection, hiring, promotion, retirement and termination. As per interview with the management of each operating units, the procedure will be provided upon request by workers or stakeholders through communication and consultation procedure.</p>	
<p>3.5.2</p>	<p>Employment procedures are implemented, and records are maintained. - Minor Compliance -</p>	<p>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.</p> <p>Sample of 1 newly recruited worker has been taken for FGVPI Lepar Hilir POM that has been recruited in June 2022. Sighted application for employment form document number FGV/GHR/F/AE/007 and interview records has been documented in document "Competency based interview form (Non-executive) conducted by executive assistant for FGVPI Lepar Hilir POM and recommend for employment. Newly recruited workers has undergo medical check-up and was declared fit to work. Employment contract has been signed by both parties and acceptance of offer sighted in document LD01 document number FGV/GHR/F/LD/009</p> <p>While for foreign workers, Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted that interview has been conducted at the origin country by the management , one stops centre and has been recorded. Sighted also that both workers has signed</p>	<p>Complied</p>

		employment contract. Further interview verified the process of recruitment and they can demonstrate their understanding on the employment contract.	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Lepar Hilir POM and Supply Base estates have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The HIRARC is guided by the document Guidelines for Hazard Identification, Risk Assessment and Risk Control (HIRARC), Department of Occupational Safety and Health, 2008. The assessment covers all main operations and support operations.</p> <p><u>FGVPM Lepar Hilir 06 Estate</u></p> <ol style="list-style-type: none"> 1. HIRADC was available to assess risks and hazards associated to operations in the estate. Sighted the HIRADC for harvesting and FFB Collection, Workers Transport, Manuring, Weeding and Chemical Handling, all updated on 08/03/2021. 2. CHRA was conducted in the estate on 10/05/2017 by Occumed Consultancy & Services Sdn Bhd (DOSH Reg: JKPP HIE 127/171/2(8)). The CHRA report (Ref. Number: JKPP HIE 127/171/2(8)-2017/011) was available for verification. 3. Noise Risk Identification was conducted in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 in the estate on 06/12/2021. <p><u>FGVPM Lepar Hilir 07 Estate</u></p> <ol style="list-style-type: none"> 1. CHRA was conducted in the estate on 17/10/2019 by Medi-Ihsan Occupational Safety and Health (Selangor) Sdn Bhd (DOSH Reg: HQ/17/ASS/00/00015). The CHRA report (Ref. Number: HQ/17/ASS/00/00015-2019/22) was available for verification. 	Complied

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		<p>2. Noise Risk Identification was conducted by Handstech Solution Services Sdn Bhd in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 in the estate on 12/04/2022. From the recommendation the management need to give PHP with NRR 17dB and need to send for audiometric test for Tractor driver and grass cutter.</p> <p><u>FGVPM Lepar Hilir 08 Estate</u></p> <p>1. CHRA was conducted in the estate on 17/10/2019 by Intensive Energy Sdn Bhd (DOSH Reg: HQ/17/ASS/00/00015). The CHRA report (Ref. Number: HQ/17/ASS/00/00015-2019/22) was available for verification.</p> <p>2. Noise Risk Assessment was conducted by Handstech Solution Services Sdn Bhd in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 in the estate on 13/04/2022.</p> <p><u>FGVPM Lepar Hilir 05 Estate</u></p> <p>1. HIRADC was used to identify and assessed all risk and hazards associated to estate operations dated 24/03/2022.</p> <p>2. CHRA Assessment was conducted on 06/08/2018 for the estate by Occumed Consultancy & Services Sdn Bhd in compliance with USECHH Regulations 2000. The CHRA Report (Ref Number: JKPP HIE 127/171/2(8)-2018/069) was available for verification.</p> <p>3. Noise Risk Identification was conducted in accordance with the requirements under OSHA (Noise Exposure) Regulation 2019 in the estate on 07/12/2021.</p>	
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	The effectiveness of the Health and Safety Plans are monitored and ensured through checklists, site inspections and trainings that were	Complied

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	<p>- Critical (Major) compliance -</p>	<p>conducted by FGVPIB Lepar Hilir POM and its supply base estates in each of the operations. Site visits around the mill and estates indicated the control measures as per HIRARC were followed and ensured by the respective management units. Policy on safety and health available dated 05/11/2022 signed by GCEO (Group Chief Executive Officer).</p> <p><u>FGVPM Lepar Hilir 06 Estate</u> Initial Noise Risk Assessment Report already been conducted for FGV Lepar Hilir 06 as per no. JKKP PH/03/04/277 dated 11/04/2022. From the report the grader needs for personal Hearing protector with NRR at least 17dB. Health Surveillance Report prepared by MY HEALTH CLINIC, the total workers involve was 27 person and the result showed all fit to work with chemical. This report conducted on 05/11/2021 was followed as per CHRA JKKP HIE 127/171/2(8)-2017/011.</p> <p><u>FGVPM Lepar Hilir 07 Estate</u> The audiometric test conducted on 10/06/2022 at Klinik Syed Badaruddin Sdn Bhd. From the result there are 3 abnormal need for further investigation. The management send on 27/8/2022 and the result showed 2 was Occupational Noise-Related Hearing Disorder and 1 was not occupational related. The medical surveillance for sprayer in FGVPM Lepar Hilir 07 Estate already been conducted on 04/02/2022 and 28/06/2022 by Klinik Famili. From the result they were fit to work with chemical.</p> <p><u>FGVPM Lepar Hilir 08 Estate</u> The audiometric test conducted on 10/06/2022 at Klinik Syed Badaruddin Sdn Bhd. From the result there are 2 abnormal need for</p>
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		<p>further investigation. The management send on 27/8/2022 and the result showed no Occupational Noise-Related Hearing Disorder related.</p> <p>The medical surveillance for sprayer in FGVPM Lepar Hilir 08 Estate already been conducted for 11 workers on 8-22/07/2022 by Klinik Syed Badarudin. From the result they were fit to work with chemical.</p> <p><u>FGVPM Lepar Hilir 05 Estate</u></p> <p>The audiometric test conducted on 10/06/2022 at Klinik Syed Badaruddin Sdn Bhd. From the result there are 1 abnormal need for further investigation. The management send on 27/8/2022 and the result showed no Occupational Noise-Related Hearing Disorder related.</p> <p>The medical surveillance for sprayer in FGVPM Lepar Hilir 08 Estate already been conducted for 29 workers on 17/12/2021 by Klinik Syed Badarudin. From the result they were fit to work with chemical.</p>	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>A training programme has been developed and available in the Training Requirement for Operating Units (Mills & Estate). The trainings were sighted to have included Gender Specific Training and involves staffs and workers.</p>	Complied
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Training records are maintained by each Operating Unit. Sample some records at each Operating as follows:</p> <p>FGVPISB Lepar Hilir POM</p>	Complied

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		<ul style="list-style-type: none"> • Chemical handling training and scheduled waste management conducted by safety and health officer dated 12/10/2022 • Policy training conducted by executive dated 15/09/2022 • Firefighting and fire drill conducted by Bomba Taman Tas Kuantan dated 29/07/2022 • RSPO and MSPO Supply Chain Certification Scheme training by Sustainability executive dated 01/03/2022 and 14/09/2022 <p>FGVPM Lepar Hilir 07 Estate</p> <ul style="list-style-type: none"> • Harvesting safety training conducted on 10/03/2022 attended by 11 person trained by assistant. • Manuring safety and chemical handling training conducted on 01/03/2022 • HCV and sustainability training dated 21/03/2022 • Company Policy and procedure training dated 05/04/2022 <p>FGVPM Lepar Hilir 08 Estate</p> <ul style="list-style-type: none"> • First Aid Training dated 27/07/2022 attended by 10 mandore training by Razali bin Awang. En Razali Bin Awang was competent First aider trained by SAC Consultancy Sdn Bhd. • IPM training dated 25/06/2022 trained by Saufi Azmi and attended by 9 person. • Rat baiting training have been given by management dated 15/04/2022. Attended by 9 person this included workers and mandore. • PPE training and application trained by management dated 16/03/2022 	
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		<ul style="list-style-type: none"> • Empty chemical container triple rinse training by Razali Awang dated 08/02/2022. Attended by 6 person. • Sprayer and chemical handling training conducted on 20/01/2022 by Razali Awang. • Scheduled waste and environmental training conducted on 21/12/2021 by Muhamad Faiz. <p>FGVPM Lepar Hilir 05 Estate</p> <ul style="list-style-type: none"> • Chemical handling training conducted on 13/06/2022, 11 workers attended trained by Fauzi Bidin • Training on passport kept and workers contract dated 03/10/2022. Attended by 11 person trained by Fauzi Bidin • HCV management training conducted on 06/09/2022 attended by 33 person included staff and workers. • Hearing conservation training conducted on 05/09/2022 • Lighting strike issue lesson learn training based on HIRARC updated dated on 25/08/2022. Attended by 42 workers. • First aid Training conducted by Mohd Fauzi on 27/01/2022 attended by 17 first holder. 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has conducted a RSPO SCCS Training for all relevant personals (Mill Manager, Asst Mill Manager, Weighbridge Clerk, Supervisor, Lab Analyst, FFB Grader and Auxiliary Police) on 01/03/2022 and 14/09/2022</p>	Complied

Criterion 3.8: Supply chain requirement for mills

(note: All supply chain requirements are considered as **Critical (C)**. However it will not contribute to suspension if there is more than 5 non-compliance within a principle)

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<p>3.8.1</p>	<p>Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. 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 Lepar Hilir POM receives and processes certified and uncertified FFB from its own supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.</p>	<p>Not Applicable</p>
<p>3.8.2</p>	<p>Mass Balance Module 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 Lepar Hilir POM has receives and processes certified FFB from its own supply base and third parties. 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 FGVP M Lepar Hilir 05, 06, 07 and 08 Estates are claimed for processing MB-Certified CPO and PK in the mill.</p>	<p>Complied</p>
<p>3.8.3</p>	<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&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>	<p>Complied</p>
<p>3.8.4</p>	<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: - Member ID: RSPO_PO1000001320</p>	<p>Complied</p>

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		<ul style="list-style-type: none"> - Member category: Oil Mill - RSPO Membership No.: 1-0225-16-000-00 - License Status: Expires on 01/02/2023 	
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ul style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBS including ensuring no contamination in the IP mill. 	<p>Documented procedures available as following:</p> <p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGV PISB Ieper Hilir POM. 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.</p> <p>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.</p> <p>The Mill manager has appointed the Assistant Manager as the PIC in charge of SCCS in the mill.</p> <p>The procedures for receiving and processing certified and noncertified FFBS are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSDSCCD/SOP/007 dated 07/01/2021).</p>	Complied
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. 	<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 15/09/2022 and which have raised no Critical Non-Conformities.</p>	Complied

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	<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>Management review meeting was conducted on 29/09/2022 which was chaired by the Mill Manager. The outcome of the RSPO SCCS Internal Audit was discussed during the Management Review Meeting.</p>	
<p>3.8.7</p>	<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>FGVPISB Lepar Hilir POM receives RSPO Certified FFB from its own Supply Base Estates.</p> <p><i>Nota Hantaran BTS</i> will be submitted to the mill during incoming of FFB from the state. Information of the <i>Nota Hantaran BTS</i> is then recorded in the WB system and MPR system by the Weighbridge Operator.</p> <p>Verified the sampled <i>Nota Hantaran BTS</i> and Weighbridge Ticket as below:</p> <ul style="list-style-type: none"> a. Estate: FGVP M Lepar Hilir 05 Estate b. DO Number: 241764 c. Product: FFB d. Date of Delivery: 01/12/2021 e. Vehicle Number: CEH2456 f. FFB Weight: 11.53 mt <p>FGV Holdings Berhad have established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) where mechanism for handling of non-conformance material & document was outlined in the procedure. Downgrading of products will be done if any non-conformance has been identified along the process.</p>	<p>Choose an item.</p>

<p>3.8.8</p>	<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"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>FGVPISB Lepar Hilir POM have ensured that all the required information is available in document form for any sales of MB-Certified products. As for the review period of January 2022 – September 2022 there were sales of MB-Certified CSPO and MB-Certified CSPK. Sampled records of transactions have been verified as follows.</p> <p><u>MB-Certified CSPO</u></p> <ul style="list-style-type: none"> 1. Sales Order.: SI/9G45/9GAB/0522/01 <ul style="list-style-type: none"> a. The name and address of the buyer: FGV Bulkers – Kuantan. b. The name and address of the seller: Kilang Sawit Lepar Hilir, 26300 Gambang, Pahang. c. The loading or shipment/ delivery date: 29/05/2022 d. The date on which the documents were issued: 29/05/2022. e. RSPO certificate number: RSPO 666408 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO SCC (Mass Balance) g. The quantity of the products delivered: 43.91 MT h. Any related transport documentation: W/B Ticket# L00000005 i. A unique identification number: W/B Ticket# L00000005 <p><u>MB-Certified CSPK</u></p> <ul style="list-style-type: none"> a. The name and address of the buyer: FGV Kernel - Semambu b. The name and address of the seller: Kilang Sawit Lepar Hilir, 26300 Gambang, Pahang. 	<p>Complied</p>
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		<ul style="list-style-type: none"> c. The loading or shipment/ delivery date: 30/07/2022 d. The date on which the documents were issued: 30/07/2022 e. RSPO certificate number: RSPO 666408 f. A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations): Palm Kernel – RSPO SCC (Mass Balance) g. The quantity of the products delivered: 45.15 MT h. Any related transport documentation: W/B Ticket# L00000095 i. A unique identification number: W/B Ticket# L00000095 	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> 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 ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. 	<p>There are transportation have been outsources for FGV Lepar Hilir, sighted 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 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> <p>FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGV PISB leper Hilir POM. 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. This SOP have been given training to the FGV Trading Sdn Bhd and FGV Transport Sdn Bhd by the HQ level.</p>	<p>Complied</p>

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	<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>		
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	The management have the contact detail of the FGV Transport Sdn Bhd as per document verification and interviewed.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	FGVPISB Lepar Hilir 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.	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>iv) For Mass Balance Module, the mill:</p>	<p>Records were maintained and updated by FGVPISB Lepar Hilir POM and available for verification.</p> <ol style="list-style-type: none"> The mill has maintained complete and updated records covering all aspects of the RSPO SCCS such as Internal Audit Reports, RSPO Supply Chain Certification Procedure (Oil Mill) and Mass Balance Sheet among others. Specified in the RSPO SCCS Procedure for Mill, SOP Number: FGV/GSD-SCCD/SOP/007; Version: 01; Document Date: 07/01/2021, under section Record keeping. In the SOP stated that the document shall be maintain a minimum of 2 years for reference and audit purposes. The mill is using the Mass Balance module therefore this requirement is not applicable. <p>The mill has recorded and maintained a mass balance record for FFB (Doc Number: FPIMP756), CPO (Doc Number: FPIMP755) and PK (Doc</p>	Complied

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	<p>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.</p> <p>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.</p> <p>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).</p>	<p>Number: FPIMP757). The records show the Opening stock, CPO/PK Production, CPO/PK Sales, Conventional Sales and Closing Stock. The mill uses the continuous accounting system which doesn't allow the short sales of CPO and PK. Verification done on the Mass Balance records and PalmTrace indicated that there was no short selling done in FGVPI SB Lepar Hilir POM. Sales of CSPK and CPO Credit were from positive stocks.</p>																									
3.8.13	<p>Extraction Rate 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>As per OER and KER of mill productions for the year 2022 the figure was as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Description</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>FFB Processed (Mt)</td> <td>218,975.00</td> <td>198,480.00</td> <td>153,013.7</td> </tr> <tr> <td>OER (%)</td> <td>20.43</td> <td>21.00</td> <td>18.86</td> </tr> <tr> <td>CPO Produced (Mt)</td> <td>44,733.11</td> <td>41,685.01</td> <td>28,858.38</td> </tr> <tr> <td>KER (%)</td> <td>4.05</td> <td>4.11</td> <td>3.75</td> </tr> <tr> <td>PK Produced (Mt)</td> <td>8,872.74</td> <td>8,163.51</td> <td>5,738.01</td> </tr> </tbody> </table>	Description	2020	2021	2022	FFB Processed (Mt)	218,975.00	198,480.00	153,013.7	OER (%)	20.43	21.00	18.86	CPO Produced (Mt)	44,733.11	41,685.01	28,858.38	KER (%)	4.05	4.11	3.75	PK Produced (Mt)	8,872.74	8,163.51	5,738.01	Complied
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3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.</p>	Complied																								
3.8.15	<p>Processing For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil</p>	<p>FGVPI SB Lepar Hilir POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Not Applicable																								

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	palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.		
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>	The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. 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 Palmtrace accordingly. Based on the announcement (transaction) summary, all the registrations were found to be in order and announced within 3 months of the final shipment date. Sampling as per transaction TR-bf9f380a-0973 for CPO and TR-9bbf2462-4275 for PK.	Complied
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>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	No off-product claim made by Lepar Hilir POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).	Complied
4.2	<p>In corporate communications a member is allowed to:</p> <p>a. Display its RSPO membership status</p> <p>b. Display the RSPO web address (www.rspo.org)</p> <p>c. State that the member supports the work of the RSPO</p> <p>d. State the member's history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO.</p>	No off-product claim made by Lepar Hilir POM as to date.	Complied

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	Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org' where the link must lead to the member's profile page.		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	No off-product claim made by Lepar Hilir POM as to date.	Complied
4.4	Members must ensure that all communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products.	FGV ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member's own products. As to date no off-product claim made by Lepar Hilir POM.	Complied
4.5	Members are not allowed to use the RSPO corporate logo as shown in the RSPO Rules on Market Communications & Claims document. This is for the sole use of the RSPO secretariat.	No RSPO corporate logo used as evidence during the document audit and site visit.	Complied
Business to business communications			
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 invoices 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 MB) and RSPO certificate number (RSPO 666408).	Complied
5.3	Where a distributor or wholesaler takes title to products containing certified sustainable oil palm products, the requirements of the RSPO SCCS can follow either of two options: a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer's SCCS certificate number. This covers both brand and own brand products. However,	FGVPISB Lepar Hilir POM is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable

	<p>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>		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	<p>95% or above of the oil palm content must be RSPO MB-certified.</p>	<p>CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. No changes from previous audit</p>	<p>Complied</p>
	<p>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.</p>	<p>CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. There is no percentage of non-certified volume as volume sold is same with MB-certified produced. Verified as per mass balance sheet and production report and contract.</p>	<p>Complied</p>
Labelling and trademark (MB)			
	<p>Members are allowed to use the RSPO label in one of the following ways:</p> <ul style="list-style-type: none"> Surrounded by the text: 'Certified sustainable palm oil'. 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 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>No label been used for the mill products. Hence, this requirement is not applicable.</p>	<p>Not Applicable</p>

	<ul style="list-style-type: none"> • The RSPO label can also include the statement: '[The palm oil contained in this product] contributes to the production of certified sustainable palm oil'. • 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). • 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 & Claims document. 		
Messaging (MB)			
	<p>Messaging ALLOWED in storytelling in product-related communications includes:</p> <ul style="list-style-type: none"> • [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. • 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. <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> <ul style="list-style-type: none"> • Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 	<p>No evidence of storytelling in product related communication. Hence, this requirement is not applicable.</p>	<p>Complied</p>
Principle 4: Respect community and human rights and deliver benefits			

Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment 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 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs). Communication of the policy has been done during the muster call briefing for all workers in all operating units. Sample has been taken for FGV PISB Lepar Hilir POM the Policy training conducted by executive dated 15/09/2022, FGVPM Lepar Hilir 07 Estate also training on Company Policy and procedure training dated 05/04/2022. While for stakeholders, communication on the policy has been done through email and letter dated February 2022.</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 base on the communication during the morning muster call and the policy that has been posted at notice board for each operating units. Interviewed with the workers and stakeholders confirmed that they are aware prohibition for any harassment by the management and action will be taken for any cases of harassment happen. As for the day of audit, there is no harassment cases happen in all operating units under FGV Lepar Hilir Complex that been confirmed through interview.</p>	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring</p>	<p>FGV has established SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to</p>	Complied

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	<p>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>provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage if the issue needs to be escalated to Wilayah Office. Any issues that can be resolved within the operating unit, it has to be closed within 14 days.</p>	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP for “Menangani Aduan dan Rugutan” with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint has to be resolved within 2 months from the date of discussion in third stage if the issue needs to be escalated to Wilayah Office. Any issues that can be resolved within the operating unit, it has to be closed within 14 days.</p> <p>Besides, grievance reporting channels were published in the company’s website, https://www.fgvholdings.com/whistleblowing/. The channels of reporting such as through letter, email, in person or Hotline Toll Free call. The whistleblowing e-form was available in https://www.fgvholdings.com/sustainability/grievance/# for the stakeholders to report a grievance.</p> <p>Communication of the SOPs has been done to all the workers at each operating units during morning muster call and during the stakeholder’s consultation for all stakeholders. It has been confirmed that all workers aware with the process on how to lodge any complaint.</p>	Complied
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p>	<p>Records of complaint have been maintained in log book title “Buku Aduan” and has been maintained since 2019 for each operating units. Verification done and found out that that the major complaint is on replacement for harvesting equipment and damage at workers</p>	Complied

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	- Minor compliance -	housing. There is evidence that all complaints has been responded immediately after the complaint received. It has been confirmed through interview with the workers itself.	
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. - 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 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution.	Complied
Criterion 4.3: 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 -	<p>Consultation with local communities has been conducted for all operating units through email and memo which has been sent to all stakeholders and queries if there any contribution required. However, there is no contribution required at the time of consultation. It has been confirmed through interview with stakeholders, that contribution is upon request and stakeholders able to demonstrate the consultation and communication procedure for FGV Holdings Berhad. The management also said that stakeholders consultation also has been planned in December 2022 for all operating units under FGV Lepar Hilir Complex.</p> <p>Evidence for contribution sighted for FGVPI Lepar Hilir POM and has been maintained. Details as per below</p> <ul style="list-style-type: none"> a. Contribution to SMK Abdul Rahman Talib, Kuantan to upgrade Iqra library. b. Contribution for to manage funeral one of staff` s heir <p>All operating units contribute to the workers and verified base on the documentation provided during the audit.</p> <ul style="list-style-type: none"> a. Eid Adha celebration 	Complied

		<p>b. Food bag for COVID positive</p> <p>c. Contribution of Kurma during Ramadhan</p>																						
<p>Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>																								
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV’s palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p> <p>Some of the land titles available as per sample sighted as following:</p> <p><u>FGVPM Lepar Hilir 05 Estate</u></p> <p>Total 10 land titles has been verified Details as per below</p> <table border="1"> <thead> <tr> <th>Land title no</th> <th>PT Number</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td>H.S.(D) 3592</td> <td>PT 3344</td> <td>233.10</td> </tr> <tr> <td>H.S.(D) 3588</td> <td>PT 3338</td> <td>259.20</td> </tr> <tr> <td>H.S.(D) 3593</td> <td>PT 3343</td> <td>100.20</td> </tr> <tr> <td>H.S.(D) 3586</td> <td>PT 3353</td> <td>405.40</td> </tr> </tbody> </table> <p><u>FGVPM Lepar Hilir 07 Estate</u></p> <p>Total 13 land titles has been verified. Details as per below</p> <table border="1"> <thead> <tr> <th>Land title no</th> <th>PT Number</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td>H.S.(D) 3591</td> <td>PT 3339</td> <td>262.00</td> </tr> </tbody> </table>	Land title no	PT Number	Hectare	H.S.(D) 3592	PT 3344	233.10	H.S.(D) 3588	PT 3338	259.20	H.S.(D) 3593	PT 3343	100.20	H.S.(D) 3586	PT 3353	405.40	Land title no	PT Number	Hectare	H.S.(D) 3591	PT 3339	262.00	Complied
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		<p><u>FGVPISB Lepar Hilir POM</u> Lot Number: PT 1310 (5.125 Ha); Mukim: Mukim Ulu Lepar; District: Kuantan; State: Pahang</p> <p><u>FGVPM Lepar Hilir 08 Estate</u> Sighted 8 land titles for FGVPM Lepar Hilir Estate. Details as per below</p> <table border="1"> <thead> <tr> <th>No</th> <th>Lot number</th> <th>Hectarage (Ha)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PT1311</td> <td>178.04</td> </tr> <tr> <td>2</td> <td>PT1312</td> <td>262.02</td> </tr> <tr> <td>3</td> <td>PT1315</td> <td>296.77</td> </tr> <tr> <td>4</td> <td>PT1317</td> <td>53.86</td> </tr> <tr> <td>5</td> <td>PT1314</td> <td>228.19</td> </tr> <tr> <td>6</td> <td>P1316</td> <td>3.99</td> </tr> <tr> <td>7</td> <td>PT1318</td> <td>156.86</td> </tr> <tr> <td>8</td> <td>PT1313</td> <td>222.07</td> </tr> <tr> <td colspan="2">Total</td> <td>1401.86</td> </tr> </tbody> </table>	No	Lot number	Hectarage (Ha)	1	PT1311	178.04	2	PT1312	262.02	3	PT1315	296.77	4	PT1317	53.86	5	PT1314	228.19	6	P1316	3.99	7	PT1318	156.86	8	PT1313	222.07	Total		1401.86	
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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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed 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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed 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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	There is no land dispute in the Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.	Complied

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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied															
4.4.5	<p>(C) 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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed 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 Lepar Hilir Certification Unit at the time of audit. FGV Holding Berhad leased the land from FELDA with tenancy agreement and it was confidential. The surrounding is owned by FELDA and the settlers. Interviewed with the stakeholders confirmed that no encroachment of land by the company.</p>	Complied															
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>																		
4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPI Lepar Hilir POM and estates can demonstrate legal rights to the land title that has been verified during the audit. Details as per below</p> <p><u>FGVPM Lepar Hilir 05 Estate</u></p> <p>Total 10 land titles has been verified Details as per below</p> <table border="1" data-bbox="1122 1142 1944 1383"> <thead> <tr> <th>Land title no</th> <th>PT Number</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td>H.S.(D) 3592</td> <td>PT 3344</td> <td>233.10</td> </tr> <tr> <td>H.S.(D) 3588</td> <td>PT 3338</td> <td>259.20</td> </tr> <tr> <td>H.S.(D) 3593</td> <td>PT 3343</td> <td>100.20</td> </tr> <tr> <td>H.S.(D) 3586</td> <td>PT 3353</td> <td>405.40</td> </tr> </tbody> </table>	Land title no	PT Number	Hectare	H.S.(D) 3592	PT 3344	233.10	H.S.(D) 3588	PT 3338	259.20	H.S.(D) 3593	PT 3343	100.20	H.S.(D) 3586	PT 3353	405.40	Complied
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		<p><u>FGVPM Lepar Hilir 07 Estate</u> Total 13 land titles has been verified. Details as per below</p> <table border="1"> <thead> <tr> <th>Land title no</th> <th>PT Number</th> <th>Hectare</th> </tr> </thead> <tbody> <tr> <td>H.S.(D) 3591</td> <td>PT 3339</td> <td>262.00</td> </tr> <tr> <td>H.S.(D) 3590</td> <td>PT 3340</td> <td>334.40</td> </tr> <tr> <td>H.S.(D) 18189</td> <td>PT 1328</td> <td>21.55</td> </tr> <tr> <td>H.S.(D) 18188</td> <td>PT 1327</td> <td>120.40</td> </tr> </tbody> </table> <p><u>FGVPISB Lepar Hilir POM</u> Lot Number: PT 1310 (5.125 Ha); Mukim: Mukim Ulu Lepar; District: Kuantan; State: Pahang</p> <p><u>FGVPM Lepar Hilir 08 Estate</u> Sighted 8 land titles for FGVPM Lepar Hilir Estate. Details as per below</p> <table border="1"> <thead> <tr> <th>No</th> <th>Lot number</th> <th>Hectarage (Ha)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PT1311</td> <td>178.04</td> </tr> <tr> <td>2</td> <td>PT1312</td> <td>262.02</td> </tr> <tr> <td>3</td> <td>PT1315</td> <td>296.77</td> </tr> <tr> <td>4</td> <td>PT1317</td> <td>53.86</td> </tr> <tr> <td>5</td> <td>PT1314</td> <td>228.19</td> </tr> <tr> <td>6</td> <td>P1316</td> <td>3.99</td> </tr> </tbody> </table>	Land title no	PT Number	Hectare	H.S.(D) 3591	PT 3339	262.00	H.S.(D) 3590	PT 3340	334.40	H.S.(D) 18189	PT 1328	21.55	H.S.(D) 18188	PT 1327	120.40	No	Lot number	Hectarage (Ha)	1	PT1311	178.04	2	PT1312	262.02	3	PT1315	296.77	4	PT1317	53.86	5	PT1314	228.19	6	P1316	3.99	
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		7	PT1318	156.86		
		8	PT1313	222.07		
		Total		1401.86		
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting for all estates under FGVPI Lepar Hilir POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</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 is no new planting for all estates under FGVPI Lepar Hilir POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</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,</p>	<p>There is no new planting for all estates under FGVPI Lepar Hilir POM.</p>				Complied

	<p>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>Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p>	
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 is no new planting for all estates under FGVPI Lepar Hilir POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p>	Complied
4.5.6	<p>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.</p> <p>- Minor compliance -</p>	<p>There is no new planting for all estates under FGVPI Lepar Hilir POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land</p>	Complied

		with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023	
4.5.7	<p>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.</p> <p>- Minor compliance -</p>	<p>There is no new planting for all estates under FGVPI Lepar Hilir POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p>	Complied
4.5.8	<p>(C) New lands are not acquired in areas inhabited by communities in voluntary isolation.</p> <p>- Critical (Major) compliance -</p>	<p>There is no new planting for all estates under FGVPI Lepar Hilir POM. Evidence of legal ownership of the land including the history of land tenure was verified during the audit. Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land with approximately 13.51 ha for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023</p>	Complied
<p>Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.</p>			

4.6.1	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed procedure on "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed procedure on "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>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 local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighbouring stakeholders.</p>	Complied
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>There is no compensation has been paid since all lands under FGVP and FGVPI has been leased base land lease agreement that has been signed on 01/11/2011. Payment of lease has been done by FGV to FELDA on annual basis based on land hectarage and profit from land leased. It has been further confirmed through interview with FELDA settler, local communities on the land issues. Land titles that owned by FELDA has been verified for each operating units.</p>	Complied

Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.

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4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -</p>	<p>FGV has developed procedure on "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -</p>	<p>FGV has developed procedure on "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.7.3	<p>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 -</p>	<p>There are no customary right land for all estates under FGVPISB Lepar Hilir POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.</p>	Not Applicable
<p>Criterion 4.8: The right to use the land is demonstrated and is not legitimately contested by local people who can demonstrate that they have legal, customary, or user rights.</p>			
4.8.1	<p>Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all</p>	<p>There are no customary right land for all estates under FGVPISB Lepar Hilir POM. It has been confirmed through Land lease agreement</p>	Not Applicable

	<p>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.</p> <p>- Minor compliance -</p>	<p>sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.</p>	
4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>There are no customary right land for all estates under FGV PISB Lepar Hilir POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.</p>	Not Applicable
4.8.3	<p>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)</p> <p>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGV PISB Lepar Hilir POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler</p>	Not Applicable

		and local communities confirmed the statement. Therefore, the clause is not applicable.	
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There are no customary right land for all estates under FGVPISB Lepar Hilir POM. It has been confirmed through Land lease agreement sighted between FELDA and FGV Holding Berhad, which was signed on 1 November 2011 for oil palm plantations and do not include FGV's palm oil mills. While for POM, The government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn Bhd dated 25/11/1996, FLEDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview with FELDA settler and local communities confirmed the statement. Therefore, the clause is not applicable.	Not Applicable
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	FFB pricing has been mentioned in the weighbridge tickets where copy of weighbridge tickets will be given to the smallholder as reference. Other than that, FFB pricing has been posted at the notice board nearby the weighbridge ramp.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	There is evidence that FGVPI Lepar Hilir POM has communicated the FFB pricing to all smallholders based on the communication records between the management and smallholder. It also has been further verified through interview with 2 smallholders where they can demonstrate their understanding on how FFB pricing has been calculate.	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	Details of FFB pricing has been outline in the contract agreement between the FGVPI Lepar Hilir POM and FFB supplier. Sample has been taken for 3 smallholders. Mentioned that FFB pricing will be calculated	Complied

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		base on daily MPOB pricing for both CPO and PK including other cost such as CESS MPOB, transport costs, storage cost and processing cost.	
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	Suppliers in general has been briefed and provided with FGV Supplier Code of Conduct (SCOC); April 2019 prior to contractual engagement. The SCOC also available via FGV company's website link http://www.fgvholdings.com/wp-content/uploads/2019/07/Supplier-Code-of-Conduct-SCOC.pdf where the SCOC were specified relevant terms of Labour Standards as well as legality to be complied with by suppliers. For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party.	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	Contract agreement sighted for FFB supplier and stated in the agreement, agreed timeframe and there is also evidence that the contract is legal, fair and transparent.	Complied
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	The invoices and payment records for the third-party FFB suppliers were sighted and verified. There is evidence that payments has been done before 15 th every month. Sample of 2 FFB supplier taken and found the payment has been done according to payment term.	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>	Calibration of weighbridge is regularly made by a third party. Certificates were issued by an authority (Metrology Corporation Malaysia Sdn Bhd) for the 2 weighbridges. The document was available at site. Weighbridge Serial Number: 00996616 GM and 201650410.	Complied
5.1.8	The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.	As for the day of audit, there is no smallholder with RSPO certification.	Complied

	- Minor compliance -		
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit.	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Lepar Hilir POM is under region 05 has been planned for consultation in 2023.	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. For FGVPI Lepar Hilir POM is under region 05 has been planned for consultation 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". For FGVPI Lepar Hilir POM under Region 01, will be conducted on 24-26 January 2023 at Grand Puteri Hotel, Kuala Terengganu. OFI raised by the auditor to ensure that the programme conducted and will be verified during the next audit.</p>	OFI
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>	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Lepar Hilir POM is under region 05 has been planned for consultation in 2023	Complied
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p>	Schemed smallholder under FELDA is the only smallholder that supply to FGVPI Lepar Hilir POM while the others is collection centre.	Complied

	- Critical (Major) compliance -		
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Consultation with smallholders has been planned in year 2023 base on the management plan that has been established. As per interview, report will be published once the consultation has been done.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work scope. FGV has committed that no recruitment fee imposed to foreign workers. Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted agreement that has been signed by the workers where the workers agree that there is no recruitment fees has been charged. Further verification has been done through interview and found out that there is still recruitment cost (medical checkup fees, transport cost) been paid by the workers itself. The management for FGV Holdings Berhad has established system to monitor compliance for "zero recruitment fees" to all recruiting agent where interview with the candidates/workers has been done at the origin countries, one stop centre and at the estate where the workers	OFI

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		<p>has been allocated after 3 months of services. Evidence of implementation sighted from the agreement signed by the new workers, due diligence report, investigation report and suspension letter to the recruiting agent. As for now, total 3 recruiting agent has been suspended until further notice.</p> <p>OFI has been raised to ensure that the management keep monitor the effectiveness of the implementation of the system that been established.</p>	
<p>6.1.3</p>	<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>	<p>Employment procedure was established, and details refer to indicator 3.5.1. Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 has explained the criteria of promotion based on the capability, qualification and performance of interview of the candidates. There is evidence that operating units can demonstrate that recruitment, selection, and hiring based on the requirement, medical fitness and people suit with the jobs offer from the evidence of interview and medical check up that has been done. Detail of sample verification as per below</p> <p>Sample of 1 newly recruited worker has been taken for FGVPI Lepar Hilir POM that has been recruited in June 2022. Sighted application for employment form document number FGV/GHR/F/AE/007 and interview has been done and interview records has been documented in document "Competency based interview form (Non-executive) conducted by executive assistant for FGVPI Lepar Hilir POM and recommend for employment. Newly recruited workers has undergo medical checkup on and has been declared fit to work. Employment contract has been signed by both parties and acceptance of offer sighted in document LD01 document number FGV/GHR/F/LD/009</p> <p>While for foreign workers, Sighted 2 newly workers that has been recruited in September under recruiting agent, Samint Corporations has been sampled by the auditor. Sighted that interview has been</p>	<p>Complied</p>

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		conducted at the origin country by the management , one stops centre and has been recorded. Sighted also that both workers has signed employment contract. Further interview verified the process of recruitment and they can demonstrate their understanding on the employment contract	
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	There is no female worker works in mill process and estate operation. Female workers mainly work in the office of mill and estate. No pregnancy test been conducted for job selection. This is confirmed through the interview session with the female workers and reviewed the medical check up report.	Complied
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	Minutes meeting for gender sighted for each operating units. During the meeting, socialization of the policy and procedure has been done, and explanation function of gender committee and appointment of PIC for gender committee.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	The female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs. Reviewed payslips in each operating units which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	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.	Complied

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		<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) 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>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, 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>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 all estates, there workers from Indonesia, India and Bangladesh and latest recruitment has been done in September 2022. While for FGVPI Lepar Hilir POM, there no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outline in the employment 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 for month December 2021, March 2022 and September 2022 which base on low crop, peak crop and medium crop season. While for FGVPI</p>	Complied

		Lepar Hilir POM, workers salary has been monitored through punch card.	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	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.	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers’ Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPI Lepar Hilir POM and all supply bases is located in the area of FELDA settlement which is Felda Lepar Hilir. Sanitation facilities is sufficient where each housing has one toilet for 4 workers while for hostel, there is 10 toilet for 1 dormitory with 20 persons.. For medical, there is government clinic which is Klinik Kesihatan Gambang. For water supplies, water has been supplied through Syarikat Air Terengganu (SATU) and while for electric, through Tenaga Nasional Berhad (TNB) with subsidized RM10.00 (RM6.00 for electric and RM4.00 for water). There is government school located nearby which <u>SK (LKTP) Lepar Hilir 1</u> for primary school and Sekolah Menengah Kebangsaan Lepar Hilir 1 for secondary school. Public hall for sport activities and playground is available at FELDA area. Mosque is located nearby the quarters which majority of the workers/staff is Muslim.</p> <p>Officer 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> <p>Supervisor of FGVPM Lepar Hilir 08 Estate has conducted weekly linesite inspection by using Borang Pemeriksaan Asrama Pekerja. The last inspection was carried out on 19/11/2021 and no issue was sighted. Site visit to the housing facilities found in satisfactory</p>	Choose an item.

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		<p>condition. Interviewed with workers confirmed that no issue on housing facilities during the time of audit.</p> <p>FGVPI Lepar Hilir POM has carried out weekly linesite inspection by using Senarai Semak Kebersihan Rumah Petugas by Assistant Manager. No issue was sighted.</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>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted, and the workers are easily access to adequate, sufficient and affordable food. Interviewed with the workers confirmed that they have no issue with the food access. Since that, the management comply with the requirement</p>	Choose an item.
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</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</p>	<p>Assessment of decent living wages has been done for FGV Lepar Hilir Complex and 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>	Complied

	<p>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>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment 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>There is evidence that permanent, full-time employment is used for all core work in all operating units. Contractor only been appointed for FFB transport for field to POM using bin system.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			

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6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognizes and respects employees' right to freedom of association and to collective bargaining and has been documented in both Bahasa and English. The policy has been posted at the notice board at the morning muster ground, office and the line site. Other than that, communication also has been during the morning muster call. Sample has been taken for FGVPISB Lepar Hilir POM the Policy training conducted by executive dated 15/09/2022, FGVP M Lepar Hilir 07 Estate also training on Company Policy and procedure training dated 05/04/2022. While for stakeholders, communication on the policy has been done through email and letter dated February 2022. As per interview with workers, confirmed that communication of the policy has been done to all workers and they are aware that they are free to join/establish any union. As for the day of audit, there is no registration for union for foreign workers while for local workers, they registered under Kesatuan Pekerja FGVP M and Kesatuan Pekerja FGVPI</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 national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p><u>FGVPM Lepar Hilir 05 Estate</u></p> <p>Minutes meeting sighted for FGVPM Lepar Hilir 05 Estate which meeting has been conducted on 11/08/2022 and minutes meeting has been prepared by Mr Muhammad Azam Azzafa bin Mustaffa</p> <p><u>FGVPI Lepar Hilir POM</u></p> <p>Minutes meeting sighted in the document title "Mesyuarat Agung Kali Kesembilan Sesi 2022-2024 dated 12-14/09/2022 attended by representative of members from each region that has been elected by the region itself. Minutes meeting has written in Bahasa Malaysia and as per interviewed with workers representative, minutes meeting has been made available upon request. The agenda of the meeting is to appoint representative to check voting paper, to conduct election for</p>	Complied

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		selection of workers representative, to appoint 2 internal auditor and to confirm the previous minutes meeting. There is no issues that has been raised during the meeting.	
6.3.3	<p>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.</p> <p>- Minor compliance -</p>	<p><u>FGVPM Lepar Hilir 05 Estate</u></p> <p>There is evidence that management did not interfere with the formation and selection of workers representative that can be sighted through election evidence records conducted on 21/03/2022. It has been confirmed through interview with the workers representative</p> <p><u>FGVPI Lepar Hilir POM</u></p> <p>Latest union meeting has been conducted on 12-14/09/2022 with participation of 3 representative from FGVPI Lepar Hilir POM that has been conducted at Heritage Hotel, Cameron Highlands. Appointment and formation has been conducted without interference of management of CH. It has been confirmed through interview with the workers representative</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>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.</p> <p>- Minor compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person's education, or to be harmful to the person's health or physical, mental, spiritual, moral, or social development at any stage of the employment.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above</p>	<p>As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For</p>	Complied

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	<p>company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.</p>	
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there is no young workers has been recruited.</p>	Complied
6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>Communication of the policy has been done during the muster call briefing for all workers in all operating units. Sample has been taken for FGV PISB Lepar Hilir POM the Policy training conducted by executive dated 15/09/2022, FGVPM Lepar Hilir 07 Estate also training on Company Policy and procedure training dated 05/04/2022. While for stakeholders, communication on the policy has been done through email and letter dated February 2022.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 where the company does not tolerate any form of sexual harassment violence and abuse as per mentioned in the clause 5.2.5.1</p> <p>Communication of the policy has been done during the muster call briefing for all workers in all operating units. Sample has been taken for FGV PISB Lepar Hilir POM the Policy training conducted by executive dated 15/09/2022, FGVPM Lepar Hilir 07 Estate also training on Company Policy and procedure training dated 05/04/2022. While for stakeholders, communication on the policy has been done through email and letter dated February 2022</p>	Complied

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6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1 and mentioned that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action including reproductive rights.</p> <p>Communication of the policy has been done during the muster call briefing for all workers in all operating units. Sample has been taken for FGV PISB Lepar Hilir POM the Policy training conducted by executive dated 15/09/2022, FGVPM Lepar Hilir 07 Estate also training on Company Policy and procedure training dated 05/04/2022. While for stakeholders, communication on the policy has been done through email and letter dated February 2022</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>There is no new mother has been identified for all operating units. It has been confirmed through the gender committee meeting, interview with the chairman of gender committee and female workers.</p>	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has established internal procedure that outline grievance mechanism in the document title "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita" which stated in clause 7.0, Perlindungan dan kerahsiaan, and in the procedure title " Menangani aduan dan rungutan document number FGV/ML-1A/L2-Pr13 dated 01/04/2019 that complainant that would like to maintain anonymous are eligible to do so.</p>	Complied
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p>	<p>As per stated in the FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) stated that the management is committed to ensure that there is no harassment, contract substitution, withholding of wages and debt bondage. Verification has</p>	Complied

	<ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>been done by auditor through personal document such as employment contract and payslips, interview with workers. Base on documentation sighted that deduction of the salary is only for water/electricity once the usage exceed the incentives that has been given (RM10/person). There is also evidence there is no withholding of wages where salary has been paid through Mechantrade before 7th each months. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers has been explained at the origin countries. It has been confirmed through interview with the workers itself.</p>	
<p>6.6.2</p>	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There is migrant workers has been recruited from India, Indonesia and Bangladesh to work in FGV Holdings Berhad oil palm plantation. As a commitment to manage migrant workers in a good manner and compliance to the requirement FGV Holding Berhads has established specific procedure that has been documented in Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. Stated in the procedure clause for non-discrimination, respect for human rights and labour rights as well as health and safety.</p> <p>As per verification, there is evidence that the procedure has been implemented where each process of recruitment has been done such as signing employment contract, interview and consultation with migrant workers at origin countries, one stop center. As per interview, it has been confirmed that all facilities and benefits has been provided equally same like local workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers has been explained at the origin countries. It has been confirmed through interview with the workers itself.</p>	<p>Complied</p>

Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.

<p>6.7.1</p>	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>The Manager is appointed as the Chairman of the ESH committee in the operating unit. The Manager subsequently assigned duties of ESH coordinator to the Assistant/Staff for the down line implementation of ESH practices in the mill. All identified personnel were officially given a letter for such an appointment.</p> <p>FGVPM Lepar Hilir 06 Estate</p> <p>The Estate Manager, Mr. Arie Bin Ismail (48)FGVPM/9511/OSHA20-WK is appointed as the Chairman of the ESH committee via letter signed by the Regional Controller dated 27/04/2022.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 27/09/2022, 02/2022 dated 22/06/2022 and 01/2022 and 24/03/2022.</p> <p>FGVPISB Lepar Hilir POM</p> <p>The Mill Manager, Mr. Mohd Hafizal Bin Ismail is appointed as the Chairman of the ESH committee via letter signed by the Zone Head dated 08/07/2019.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 03/09/2022 and previously was on 02/2022 dated 02/05/2022.</p> <p>FGVPM Lepar Hilir 07 Estate</p> <p>The Estate Manager, Mr. Faizal Bin Ahmad is appointed as the Chairman of the ESH committee via letter signed by the Zone Head dated 06/01/2020.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 28/09/2022 and previously was on 02/2022 dated 28/06/2022.</p> <p>FGVPM Lepar Hilir 08 Estate</p>	<p>Complied</p>
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		<p>The Estate Manager, Mr. Ahmad Azwarino is appointed as the Chairman of the ESH committee via letter signed by the Zone Head dated 27/04/2022.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 26/09/2022 and previously was on 02/2022 dated 14/06/2022 and 01/2022 dated 16/03/2022.</p> <p>FGVPM Lepar Hilir 05 Estate</p> <p>The Estate Manager, Mr. Abdul Rahim bin Abdul Rahman is appointed as the Chairman of the ESH committee via letter signed by the Zone Head dated 27/04/2022.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 26/09/2022 and previously was on 02/2022 dated 28/06/2022 and 01/2022 dated 23/03/2022.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>FGVPISB Lepar Hilir POM</p> <p>First Aid training dated 09 & 10/03/2022 trained by Academy of safety and emergency care.</p> <p>JKKP 8 in FGVPIBS Lepar Hilir POM referred JKKP 8/81537/2021 dated 28/01/2022. There are 13 cases of hearing impairment cases with JKKP 7 record dated 02/06/2021.</p> <p>The annual & baseline Audiometric Testing Report conducted on 26/06/2021 at Klinik Syed Badaruddin Sdn Bhd. The Hearing conservation training already been given to the effected party dated 23/8/2022 attended by 15 workers, this training conducted by Dr Ahmad Ikhwan shah from IFZ Oshmed Supplies Sdn Bhd.</p> <p>FGVPM Lepar Hilir 07</p>	Non-compliance

		<p>The JKPP 8 in estate was available (JKKP8/103514/2021) dated 18/01/2022. There are 1 accident record in this estate.</p> <p>The audiometric test conducted on 10/06/2022 at Klinik Syed Badaruddin Sdn Bhd. From the result there are 3 abnormal need for further investigation. The management send on 27/8/2022 and the result showed 2 was Occupational Noise-Related Hearing Disorder and 1 was not occupational related. The JKPP 7 already been send on 18/09/2022 at DOSH</p> <p>First aid training already conducted on 31/03/2022 until 01/04/2022, training by SAC Consultancy. There are 2 person have been attend during this training form FGVPM Lepar Hilir 07. The management already conducted to the first aider in FGVPM Lepar Hilir 07 Estate dated 17/10/2022 attended by 12 mandore.</p> <p>FGVPM Lepar Hilir 08 Estate</p> <p>JKKP 8 was available dated (JKKP 8/103515/2021) dated 18/01/2022. No accident record for previous year and this year.</p> <p>The audiometric test conducted on 10/06/2022 at Klinik Syed Badaruddin Sdn Bhd. From the result there are 2 abnormal need for further investigation. The management send on 27/8/2022 and the result showed no Occupational Noise-Related Hearing Disorder related.</p> <p>First Aid Training dated 27/07/2022 attended by 10 mandore training by Razali bin Awang. En Razali Bin Awang was competent First aider trained by SAC Consultancy Sdn Bhd.</p> <p>FGVPM Lepar Hilir 05 Estate</p> <p>JKKP 8 was available dated (JKKP 8/103516/2021) dated 18/01/2022. There are 1 accident record in this estate.</p>	
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		<p>From overall verification found:-</p> <ul style="list-style-type: none"> • Actual sampled at site found high volume of shredded fibre storage, not properly stored and kept. • Found cigarette butts at the area and storage too close to workshop where hotwork (welding/cutting) performed and create a potential high risk of fire for shredded/fibre that parking nearby. This was not followed as per working instruction Peraturan Am Keselamatan (FPI-PK-001 dated 14/05/2022 and memo dated 05/03/2022 Thus Minor Nonconformity was raised. 	
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>During the field visit to the Spraying Gang and Manuring Gang and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals.</p> <p>The estates have well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition. Interview with workers indicated that they were all well aware that they have to sanitise themselves before returning home due to the hazard that the chemical residues could cause.</p>	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>Medical care is provided to all the employees by the organization. Local workers and foreign workers were covered under SOCSO scheme. Sighted the contribution form (8A) for the mill and all sampled estate.</p>	Complied

6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	Occupational Injuries were recorded using the Lost Time Accident metrics as below: <table border="1" data-bbox="1122 443 1946 791"> <thead> <tr> <th rowspan="2">Operating Unit</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th>Cases</th> <th>Days</th> <th>Cases</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>FGVPISB Lepar Hilir POM</td> <td>0</td> <td>0</td> <td>13</td> <td>0</td> </tr> <tr> <td>FGVPM Lepar Hilir 05 Estate</td> <td>1</td> <td>108</td> <td>1</td> <td>2</td> </tr> <tr> <td>FGVPM Lepar Hilir 06 Estate</td> <td>3</td> <td>237</td> <td>0</td> <td>0</td> </tr> <tr> <td>FGVPM Lepar Hilir 07 Estate</td> <td>1</td> <td>18</td> <td>0</td> <td>0</td> </tr> <tr> <td>FGVPM Lepar Hilir 08 Estate</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Operating Unit	2021		2022		Cases	Days	Cases	Days	FGVPISB Lepar Hilir POM	0	0	13	0	FGVPM Lepar Hilir 05 Estate	1	108	1	2	FGVPM Lepar Hilir 06 Estate	3	237	0	0	FGVPM Lepar Hilir 07 Estate	1	18	0	0	FGVPM Lepar Hilir 08 Estate	0	0	0	0	Complied
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Principle 7: Protect, conserve and enhance ecosystems and the environment

Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.

7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	IPM Plan has been established in FGVPM Lepar Hilir Estates which includes the planting of beneficial plants and control of damage by rodents and leaf eating pest. Beneficial plants such as Turnera subulata and Cassia cobanensis are grown in the estate and their records of planting in new areas and maintenance of existing areas of beneficial plants and location maps are available. Leaf-eating pest census was regularly carried out to obtain information about threshold level and action to be taken thereafter. Census records were available for verification which has shown the effectiveness of the planting of beneficial plants to reduce the leaf eating caterpillars. Barn owl census conducted showed that it is inhabited. Additional owl boxes had been added. Inspection at one random barn owl box showed that it is inhabited with bones and bird droppings sighted on	Complied
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		the ground at the foot of the barn owl box pole. Rat Damage census was regularly carried out to obtain information about threshold level and action to be taken thereafter. Census records were available for verification which has shown the effectiveness of the barn owls to reduce the rat damages.									
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	Species referenced in the Global Invasive Species Database and CABI.org are not used in the estates.	Complied								
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	There was no evidence of use of fire for pest control in all the estates.	Complied								
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.											
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	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 Fungicides are available for each chemical.	Complied								
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	Records of Pesticide/Agrochemicals used in the estate were recorded and monitored on a monthly and yearly basis and available for verification. Data for a.i/ha for year ending 2021 and 2022(until sept 2022) were sampled as below:	Complied								
		<table border="1"> <thead> <tr> <th>Estate</th> <th>Chemical Name</th> <th>2021</th> <th>2022 (To date until sept 2022)</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Estate	Chemical Name	2021	2022 (To date until sept 2022)					
Estate	Chemical Name	2021	2022 (To date until sept 2022)								

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		FGVPM Lepar Hilir 07 Estate	Triclopyr-aminopyralid pottassium	0.0864	0.193
			Glyphosate- isopropylammonium	0.5681	0.312
			Metsulfuron-methyl	0.1418	0.11
			Flubendiamide 20%	0.0001	-
		FGVPM Lepar Hilir 08 Estate	Glyphosate- isopropylammonium	0.843	0.912
			Metsulfuron-methyl	0.2123	0.221
			Supresate 41	0.813	-
			Sodium Chloride	0.6094	0.318
			Glyphosate-Potassium	0.8587	-
		Lepar Hilir 05 Estate	Glyphosate- isopropylammonium	1.8808	0.916
			Metsulfuron-methyl	0.0043	0.087
			Triclopyr-aminopyralid pottassium	0.0191	-
			Propineb methanimine	0.2470	-

		Records of Monthly usage of Pesticides in the estate were also available and verified accordingly.	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The estates have implemented 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 all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In its place, alternatives such as Glyphosate is used instead.</p> <p>The effectiveness of the implementation of IPM methods were monitored via census records that were available for verification. Records such as rat damages and bagworm damages showed reduction trends in line with the increase of IPM implementation in the estates.</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>	There is no prophylactic use of pesticides in all estates visited.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ol style="list-style-type: none"> Judgment of the threat and verify why this is a major threat Why there is no other alternative which can be used Which process was applied to verify why there is no other less hazardous alternative 	<p>The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The Chemical Registers were verified against the chemicals that were sighted in the Chemical Store and found that all the chemicals have been registered accordingly. Records were also verified against the CHRA Report and found to be all available.</p> <p>The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated. In</p>	Complied

	<p>d) What is the process to limit the negative impacts of the application</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>	<p>its place, less hazardous alternatives such as Glyphosate and Acephate was used instead.</p> <p>No new chemical as per confirmed in chemical register dated July 2022.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show 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 estates.</p> <p>Sampled the training conducted for pesticide handlers as below: -</p> <p><u>Lepar Hilir 07 Estate</u></p> <ul style="list-style-type: none"> i. CHRA Assessment on Safety and Exposure to Chemical Training – 23/09/2022. ii. Spraying Training – 30/03/2022 <p><u>Lepar Hilir 08 Estate</u></p> <ul style="list-style-type: none"> i. Rat Baiting Application Training – 15/04/2022 ii. Chemical Containers Triple Rinsing Training – 08/02/2022 iii. Spraying Training – 20/01/2022 	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and 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</p>	Complied

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		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.	
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Empty pesticides containers were triple rinsed, holes punched and stored separately in the SW store. Thereafter disposal arrangement will follow accordingly as per procedure in Sustainability Manual procedure ref ML/-1A/L4 2016 and SOP ref HSE/SOP/SW/1. The estates collect the unused chemical container in the empty chemical container store. The containers are triple rinsed and punctured prior to be being stored in the store. The containers thereafter being sent to Bukit Sagu 04 which serves as a collection centre for all waste which is then disposed to Greenverse Sdn Bhd. As per verification the FGV already have approval from DOE as per letter form DOE JAS.600-3/5/26 Jld.3(32) dated 30/10/2019 to centralize the scheduled waste collection in Bukit Sagu for Lepar Hilir Complex. No containers being used for other purpose in the estates with the exception that there were allocations of empty chemical containers were recycled for premixing pesticides for onward delivery to field.	Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -	No aerial spraying for pesticide were done in all the estates.	Complied
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	Medical surveillance for FGVPISB Lepar Hilir POM conducted on 23/07/2022. This surveillance conducted by IFZ OSHMED SUPPLIES with total 30 workers involves during this annual exercise involving	Complied

		<p>exposures to chemical listed in USECHH 2000 scheduled 6 namely n-Hexane. The result showed all fit to work with chemical.</p> <p>The medical surveillance for sprayer in FGVP M Lepar Hilir 07 Estate already been conducted on 04/02/2022 and 28/06/2022 by Klinik Famili. From the result showed the workers was fit to work with chemical.</p> <p>The medical surveillance for sprayer in FGVP M Lepar Hilir 08 Estate already been conducted for 11 workers on 8-22/07/2022 by Klinik Syed Badarudin. From the result they were fit to work with chemical.</p>	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticide handlers and sprayers in the estates were noted to be men only. It was verified from records, field inspections and interviews that no pregnant or breast-feeding woman had been offered work as pesticide operator.</p>	Complied
<p>Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.</p>			
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>Sighted Procedure on managing schedule waste has been established. Refer "Pengurusan Bahan Buangan Terjadual Setiap Ladang" Reference number: FGVP M/L2/PAS-04 dated 23/01/2020.</p> <p>The mill has identified all waste products and source of pollutions and documented in Identification of Source and Type of Waste. The waste identified as follows:</p> <ul style="list-style-type: none"> • Scheduled Waste - Mill Operation – Used PPE, Used lubricant and hydraulic oil - Office and housing – Lamp, Electronic device • Non-schedule waste - mill operation – used tyre, scrap iron - office and housing – Paper, Plastic, domestic waste • Mill by-product - EFB, POME, Shell, Mesocarp fibre <p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2022 reviewed in Jan 2022.</p>	Complied

<p>7.3.2</p>	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>The workers have demonstrated good understanding in proper disposal of wastes as verified during the interview. The visited labour quarters were observed to be in clean condition, free from scheduled waste. General wastes were segregated and separated accordingly.</p> <p>SW disposed through licensed contractors were verifiable through eSwis. Examples of Consignment notes verified:</p> <p><u>FGVPI Lepar Hilir POM</u></p> <ul style="list-style-type: none"> i. SW410 – Contaminated Rags; Disposal Date: 28/08/2021; Consignment Note Number: C 10704; Quantity: 0.175mt; Contractor: Pentas Flora (Kuantan) Sdn Bhd. ii. SW305 – Spent Lubricant Oil; Disposal Date: 04/08/2021; Consignment Note Number: C 10577; Quantity: 0.300mt; Contractor: Pentas Flora (Kuantan) Sdn Bhd. iii. SW306 – Spent Hydraulic Oil; Disposal Date: 04/08/2021; Consignment Note Number: C 10577; Quantity: 0.230mt; Contractor: Pentas Flora (Kuantan) Sdn Bhd. <p><u>FGVPM Lepar Hilir 05, 07, 06 & 08 Estate</u></p> <ul style="list-style-type: none"> i. Lepar Hilir 07 & 08 Estate - Domestic waste is disposed via the Local Municipal Council where rubbish collection lorries collect the rubbish from the estate housing complex. A 3rd party contractor is hired by the Municipal Council and payment is done by the estate. Records of payments to BUJ Technology Enterprise Sdn Bhd were available for verification. ii. The estates despatched the SW to a Group centralized centre in Ldg FGVPM Bukit Sagu 04 for onward delivery to the buyer. Letter dated 06/11/2019 form FGV CCD Head to the estates was sighted and verified. The estates maintain records on SW inventory in their estates documented in the "<i>FGVPM/PAS/F (4.0) Borang Inventori</i>" 	<p>Complied</p>
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		<p><i>Bahan Buangan Terjadual</i>". Once accumulated, the SW are then transported to the centralized collection centre to be disposed via licensed contractors. Records of despatch in the SW items are recorded in the "Lampiran 1: Borang Permohonan Penghantaran BBT". Sampled the records as below.</p> <ul style="list-style-type: none"> - Estate: Lepar Hilir 08 Estate; Date of Delivery: 28/04/2022; SW Code: SW409; Waste Items: Used Chemical Containers & Used PPE; Quantity: 20 Kg. - Estate: Lepar Hilir 05 Estate; Date of Delivery: 17/10/2022; SW Code: SW409; Waste Items: Used PPE; Quantity: 4 Kg. 	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>FGV practices of "Zero open burning" is enforced and elaborated in the Group Sustainability Policy dated 29 May 2019. The compliance is also included in the following guidelines.</p> <ul style="list-style-type: none"> • Manual Ladang Sawit Lestari - Prosedure Kerja Selamat • Manual Sustainability - Prosedur Kerja Selamat - Penyediaan tanah tanam semula <p>The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. No fire was used for waste disposal.</p>	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>The Certification Unit continued to use and implement SOP for each of the processes. 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</p>	Complied

		<ul style="list-style-type: none"> - Manual Ladang Sawit Lestari - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>b. Pictorial Safety Standards and Security Guidelines (PSS).</p> <p>c. Laboratory Process Control Manual</p> <p>FGV Lepar Hilir Palm Oil Mill processing system is documented in the following documents:</p> <ul style="list-style-type: none"> a. Manual Operasi Kilang Sawit introduced on 2/1/01 revised 23/10/17 b. Prosedur Kerja Selamat c. Manual Alam Sekitar EMS d. Laboratory Process Control Manual (MOMIB) <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, despatches etc.</p> <p>All the estates and mill operations were guided through the manuals and SOP.</p> <ul style="list-style-type: none"> a) The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings 	
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		<p>and training.</p> <p>b) The Manuals are kept in the main office for references of employees particularly for the supervisory personnel.</p> <p>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.</p> <p>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.</p>							
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 visits estates to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year.</p> <p>a) Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms.</p> <p>b) Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order 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 FY2022 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 & B had been carried out in all estates. The latest being:</p> <table border="1" data-bbox="1184 1243 1901 1391"> <thead> <tr> <th>Estate</th> <th>Report Date</th> </tr> </thead> <tbody> <tr> <td>Lepar Hilir 5</td> <td>20/04/2022</td> </tr> <tr> <td>Lepar Hilir 6</td> <td>11/05/2022</td> </tr> </tbody> </table>	Estate	Report Date	Lepar Hilir 5	20/04/2022	Lepar Hilir 6	11/05/2022	Complied
Estate	Report Date								
Lepar Hilir 5	20/04/2022								
Lepar Hilir 6	11/05/2022								

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		<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Lepar Hilir 7</td> <td>13/05/2022</td> </tr> <tr> <td>Lepar Hilir 8</td> <td>12/05/2022</td> </tr> </table> <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 & Exchange Mg was carried out on a year cycle basis with the recent carried out as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Estate</th> <th>Report Date</th> </tr> </thead> <tbody> <tr> <td>Lepar Hilir 5</td> <td>20/04/2022</td> </tr> <tr> <td>Lepar Hilir 6</td> <td>11/05/2022</td> </tr> <tr> <td>Lepar Hilir 7</td> <td>13/05/2022</td> </tr> <tr> <td>Lepar Hilir 8</td> <td>12/05/2022</td> </tr> </tbody> </table> <p>All foliar and soil sampling & analysis was conducted in FELDA Agricultural Services Sdn Bhd PPTR laboratory</p>	Lepar Hilir 7	13/05/2022	Lepar Hilir 8	12/05/2022	Estate	Report Date	Lepar Hilir 5	20/04/2022	Lepar Hilir 6	11/05/2022	Lepar Hilir 7	13/05/2022	Lepar Hilir 8	12/05/2022	
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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 estates in relation to the nutrient recycling strategy: -</p> <ul style="list-style-type: none"> • EFB application is minimal as the mill has facility of incinerator • Cut frond are stacked in between the palm's rows left to discompose. 	Complied														

<p>7.4.4</p>	<p>Records of fertiliser inputs are maintained. - Minor compliance -</p>	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc.</p> <p>Records of programs and applications of fertilizers were reviewed by the auditors. Review of the records revealed that the actual fertilizers applied in 2020/2021 was in line with the program.</p> <p>The following fertilizers were applied in the estates on recommendation by the Agronomist: -</p> <p><u>Lepar Hilir 07 Estate</u></p> <ul style="list-style-type: none"> i. Field: PM11N; Area: 464.94 Ha; Fertilizer: PMg 60; Total Fert: 190.51; Application Date: 01/08/2022 – 18/08/2022; Status: Completed. i. Field: PM14I; Area: 301.82 Ha; Fertilizer: NK27; Total Fert: 98.09; Application Date: 04/09/2022 – 15/09/2022; Status: Completed. ii. Field: PM17X; Area: 162.78 Ha; Fertilizer: NK27; Total Fert: 162.78; Application Date: 15/09/2022 - 26/09/2022; Status: Completed. <p><u>Lepar Hilir 08 Estate</u></p> <ul style="list-style-type: none"> i. Field: PM13Q; Area: 166.75 Ha; Fertilizer: NKMIX 11.6/27; Total Fert: 59.60; Application Date: 28/05/2022 - 15/06/2022; Status: Completed. ii. Field: PM14R; Area: 233.64 Ha; Fertilizer: NKMIX 11.6/27; Total Fert: 61.20; Application Date: 12/05/2022 - 26/06/2022; Status: Completed. iii. Field: PM14S; Area: 328.99 Ha; Fertilizer: NKMIX 11.6/27; Total Fert: 89.50; Application Date: 13/07/2022 - 07/08/2022; Status: Completed. 	<p>Complied</p>
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Criterion 7.5: Practices minimise and control erosion and degradation of soils.																																																															
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no other problem soils (e.g., podzols and acid sulphate soils) in the estate. The soil map is prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn Bhd (Land Management Unit). All estates have soil maps detailing their soil profile including marginal and fragile soils. The slope maps identify steep areas within each estate. Figures are in % otherwise stated. Information as extracted from the Agronomist Report.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Soil type</th> <th>LH 06</th> <th>LH 05</th> <th>LH 07</th> <th>LH 08</th> </tr> </thead> <tbody> <tr> <td>Rasau</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td style="text-align: center;">6.63</td> <td style="text-align: center;">13.15</td> </tr> <tr> <td>Hollyood</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td style="text-align: center;">11.36</td> <td style="text-align: center;">20.23</td> </tr> <tr> <td>Harimau</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td style="text-align: center;">9.60</td> <td style="text-align: center;">4.37</td> </tr> <tr> <td>Beserah</td> <td style="text-align: center;">28.52</td> <td style="text-align: center;">15.42</td> <td style="text-align: center;">-</td> <td style="text-align: center;">8.89</td> </tr> <tr> <td>Rengam</td> <td style="text-align: center;">59.88</td> <td style="text-align: center;">65.30</td> <td style="text-align: center;">67.84</td> <td style="text-align: center;">47.51</td> </tr> <tr> <td>Bungor</td> <td style="text-align: center;">11.60</td> <td style="text-align: center;">19.28</td> <td style="text-align: center;">-</td> <td style="text-align: center;">2.21</td> </tr> <tr> <td>Chempaka</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td style="text-align: center;">2.48</td> </tr> <tr> <td>Durian</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td style="text-align: center;">4.57</td> <td style="text-align: center;">1.16</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">100</td> <td style="text-align: center;">100</td> <td style="text-align: center;">100</td> <td style="text-align: center;">100</td> </tr> </tbody> </table> <p>The topography details are as follows. Figures in % otherwise stated. Information as extracted from the Agronomist Report.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Topography</th> <th>LH 06</th> <th>LH 05</th> <th>LH 07</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>			Soil type	LH 06	LH 05	LH 07	LH 08	Rasau	-	-	6.63	13.15	Hollyood	-	-	11.36	20.23	Harimau	-	-	9.60	4.37	Beserah	28.52	15.42	-	8.89	Rengam	59.88	65.30	67.84	47.51	Bungor	11.60	19.28	-	2.21	Chempaka	-	-	-	2.48	Durian	-	-	4.57	1.16	Total	100	100	100	100	Topography	LH 06	LH 05	LH 07					Complied
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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>Estates visited continued to have a management strategy for planting on slopes to minimize and control erosion and degradation of soils. The plantings on slopes was guided in the Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Group CEO dated 05/05/2019. The content of the Policy among others includes the following: -</p> <ul style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. <p>Other guidelines were also shown in the following documents among others.</p> <ul style="list-style-type: none"> a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces,</p>	Complied																								

		road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop <i>Mucuna Bracteata</i> had been planted along crucial slopes by management. Large areas with <i>Neprolepis Biserrata</i> in the inter rows were sighted during the visit.	
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Verified that there is no new planting at estates visited. Management has established procedure related to oil palm planting on steep terrain. List of procedure as below; - a) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual b) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual c) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for both the visited estates. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. The estate had no new planting for the current year and for the forthcoming 5 years operations.	Complied
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	FGV Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are avoided.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in a soil map at both the estates. Topographic contour maps are also available which are both used to	Complied

		manage the drainage and road works in the estate. Details as per 7.5.1 and 7.5.2.	
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all the estates visited. 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. PROCEDURAL NOTE: Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below). - Minor compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all the estates visited. There was also no new planting in the estates.	Complied
7.7.3	(C) 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 the estates visited. There was also no new planting in the estates.	Complied
7.7.4	(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -	The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Coastal and Peat lands) issued on 01.07.2011. Details are described in 7.8.1. individual estate and mill had their respective water management plan mainly to monitor among others the following. a) Bulk of the supply in view of the location are from PAIP for both mill and estate. b) Monitor the quality of main water inlet/outlet for pollutants from estate's operations. c) Contingency during water shortage. d) Monitor the usage of fresh water on monthly basis e) Reuse/recycle wastewater.	Complied

7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estates visited nor there is no new planting within.</p>	<p>Complied</p>
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estates visited nor there is no new planting within.</p>	<p>Complied</p>
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estates visited nor there is no new planting within.</p>	<p>Complied</p>
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			

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7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>FGVPISB Lepar Hilir POM has established Water Management Plan, reviewed on 22/07/2022. The plan has identified water sources, impacts to the environment & stakeholder and its action plans as below.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Water Source</th> <th style="width: 35%;">Impact to Environment & Stakeholder</th> <th style="width: 40%;">Action Plan</th> </tr> </thead> <tbody> <tr> <td>Sungai Lepar</td> <td>Pollution to Water Quality</td> <td>To conduct water quality monitoring annually.</td> </tr> <tr> <td>Rainwater</td> <td>Maintain Soil Moisture</td> <td>Deepen River to contain water</td> </tr> <tr> <td rowspan="2">Water Catchment</td> <td rowspan="2">Maintain Water Level at the Water Catchment</td> <td>Continuously maintain the river water pump.</td> </tr> <tr> <td>Using TNB as power source for the water pump.</td> </tr> <tr> <td rowspan="3">Domestic Water from PAIP (Pengurusan Air Pahang)</td> <td>Broken Pipes</td> <td>Report to PAIP on water discontinuity</td> </tr> <tr> <td>Drought period resulting in water rationing</td> <td>Request to PAIP for Mobile Water Tanks to be sent to the Housing Complex.</td> </tr> <tr> <td>Water Treatment Plan under repair.</td> <td>Immediately Report to PAIP.</td> </tr> </tbody> </table> <p>FGVPM Lepar Hilir Estates.</p>	Water Source	Impact to Environment & Stakeholder	Action Plan	Sungai Lepar	Pollution to Water Quality	To conduct water quality monitoring annually.	Rainwater	Maintain Soil Moisture	Deepen River to contain water	Water Catchment	Maintain Water Level at the Water Catchment	Continuously maintain the river water pump.	Using TNB as power source for the water pump.	Domestic Water from PAIP (Pengurusan Air Pahang)	Broken Pipes	Report to PAIP on water discontinuity	Drought period resulting in water rationing	Request to PAIP for Mobile Water Tanks to be sent to the Housing Complex.	Water Treatment Plan under repair.	Immediately Report to PAIP.	Complied
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					<p>Monitor condition of septic tank</p> <p>Adhere SW management procedure to avoid pollution caused by SW.</p>										
7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the river banks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the FGV Sustainability Manual Section 1A/L2/PAS-03 revised dated 23/10/2020. The buffer zones established are as follows:</p>			Complied										
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		< 5 meters	5 meters	
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>Buffer zones were protected. However, based on the assessment study by the Sustainability Unit Operations Department dated 27/02/2019 on the compilation of "Laporan Pemilihan Sampel Air Bagi Sungai Yang Berdaftar Di Ladang FGV Plantations" there is no river /water courses in the CU that warrants sampling of water analysis. Sg Lepar at the nearest FGV Lepar Hilir 08 is located flowing outside the boundary of the estate.</p> <p>As for Lepar Hilir 05 Estate, Sungai Sema and Sungai Lepar flow through the estate. The estate monitors the water by conducting annual water sampling at the inlet and outlet of both rivers. The previous Water Sampling Results dated 13/10/2022 was available for verification. All parameters were within the acceptable limits. As for the water sampling for 2022, the estate have completed the sampling and the results have not been provided as of yet.</p>		Complied
		<p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements.</p> <ul style="list-style-type: none"> No over-flow was observed, and flow meter reading was recorded daily. The mill monitoring the effluent and submits to DOE through 'Borang Penyata Suku Tahunan'. Lepar Hilir Mill DOE license was for land application requirement of which is BOD less than 5000 mg/L. <p>The results from final discharge were compliance within the parameter limit.</p> <p>Monthly analysis was done for final discharge point. Total of 8 parameters (pH, BOD3, COD, TS, SS, TN, AN and O&G) were tested. Latest analysis report for Apr – Sept 2022 was verified.</p>		

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		Month	pH	BOD (Limit: 5000mg/L)	COD (mg/L)																					
		Apr 2022	7.69	13	97																					
		May 2022	7.98	15	88																					
		Jun 2022	7.68	48	112																					
		Jul 2022	7.92	40	224																					
		Aug 2022	7.79	6	58																					
		Sept 2022	8.11	16	228																					
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<p>The mill continues to monitor its water use per tonne FFB processed which data obtained from flowmeters i.e. at mill process, boiler operation and fire hydrant. Based on the records, the mill has consumed:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Water Usage (m³)</th> </tr> </thead> <tbody> <tr> <td>Jan 2022</td> <td>29,720</td> </tr> <tr> <td>Feb 2022</td> <td>26,420</td> </tr> <tr> <td>Mar 2022</td> <td>15,540</td> </tr> <tr> <td>Apr 2022</td> <td>30,350</td> </tr> <tr> <td>May 2022</td> <td>31,910</td> </tr> <tr> <td>Jun 2022</td> <td>35,320</td> </tr> <tr> <td>Jul 2022</td> <td>37,850</td> </tr> <tr> <td>Aug 2022</td> <td>35,890</td> </tr> <tr> <td>Sept 2022</td> <td>36,620</td> </tr> </tbody> </table>				Month	Water Usage (m³)	Jan 2022	29,720	Feb 2022	26,420	Mar 2022	15,540	Apr 2022	30,350	May 2022	31,910	Jun 2022	35,320	Jul 2022	37,850	Aug 2022	35,890	Sept 2022	36,620	Complied
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Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>At the estates, the plan to optimise the usage of diesel is documented in the Environmental Aspect and Impact activities report for 2022. Among the action plans implemented are by doing regular maintenance of diesel-powered machinery and educational programme for the operators on fuel saving. The fossil fuel consumption is recorded as part of monitoring.</p> <p>At the mill, the utilisation of fibre and shell as biofuel for boiler operation is consistently implemented to generate electricity through turbines. This helps to reduce the dependency to fossil fuel.</p> <p>The use of Diesel, Electricity and Water were monitored on a monthly basis in the mill and estates and records were as follows.</p> <p><u>Lepar Hilir POM</u></p> <table border="1"> <thead> <tr> <th>Month</th> <th>Diesel Usage (L)</th> <th>Electricity (kWh)</th> </tr> </thead> <tbody> <tr> <td>Jan 2022</td> <td>5,604.00</td> <td>3,445.90</td> </tr> <tr> <td>Feb 2022</td> <td>4,573.00</td> <td>2,738.70</td> </tr> <tr> <td>Mar 2022</td> <td>5,076.00</td> <td>1,297.20</td> </tr> <tr> <td>Apr 2022</td> <td>5,495.00</td> <td>3,449.60</td> </tr> <tr> <td>May 2022</td> <td>5,291.00</td> <td>3,446.20</td> </tr> <tr> <td>Jun 2022</td> <td>5,815.00</td> <td>3,657.90</td> </tr> <tr> <td>Jul 2022</td> <td>5,322.00</td> <td>3,961.40</td> </tr> <tr> <td>Aug 2022</td> <td>7,716.00</td> <td>4,157.30</td> </tr> <tr> <td>Sept 2022</td> <td>6,180.00</td> <td>4,197.80</td> </tr> </tbody> </table>	Month	Diesel Usage (L)	Electricity (kWh)	Jan 2022	5,604.00	3,445.90	Feb 2022	4,573.00	2,738.70	Mar 2022	5,076.00	1,297.20	Apr 2022	5,495.00	3,449.60	May 2022	5,291.00	3,446.20	Jun 2022	5,815.00	3,657.90	Jul 2022	5,322.00	3,961.40	Aug 2022	7,716.00	4,157.30	Sept 2022	6,180.00	4,197.80
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Aug 2022	7,716.00	4,157.30																														
Sept 2022	6,180.00	4,197.80																														
		Complied																														

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Lepar Hilir 05 Estate			
Month	Diesel Usage (L)	Electricity (kWh)	Water (m ³)
Jan 2022	2517.12	15273	580
Feb 2022	2565.27	15178	564
Mar 2022	3132.50	15416	585
Apr 2022	2317.50	15957	532
May 2022	2158.00	16298	547
Jun 2022	4952.00	17557	532
Jul 2022	2529.00	17560	557
Aug 2022	5248.00	16253	597
Sept 2022	4794.00	15853	543
Lepar Hilir 07 Estate			
Month	Diesel Usage (L)	Electricity (kWh)	Water (m ³)
Jan 2022	4031	9529	973
Feb 2022	3426	6132	1149
Mar 2022	3971	5506	1068
Apr 2022	3765	5167	982
May 2022	3322	5590	1046

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		<table border="1"> <tr> <td>Jun 2022</td> <td>3524</td> <td>5189</td> <td>993</td> </tr> <tr> <td>Jul 2022</td> <td>3814</td> <td>5215</td> <td>1040</td> </tr> <tr> <td>Aug 2022</td> <td>4035</td> <td>4501</td> <td>913</td> </tr> <tr> <td>Sept 2022</td> <td>4015</td> <td>5006</td> <td>1236</td> </tr> </table> <p>Lepar Hilir 08 Estate</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Diesel Usage (L)</th> <th>Electricity (kWh)</th> <th>Water (m³)</th> </tr> </thead> <tbody> <tr> <td>Jan 2022</td> <td>3466</td> <td>890</td> <td>1760</td> </tr> <tr> <td>Feb 2022</td> <td>2835</td> <td>650</td> <td>2762</td> </tr> <tr> <td>Mar 2022</td> <td>3892</td> <td>1174</td> <td>1665</td> </tr> <tr> <td>Apr 2022</td> <td>3182</td> <td>1867</td> <td>1249</td> </tr> <tr> <td>May 2022</td> <td>3592</td> <td>1156</td> <td>1150</td> </tr> <tr> <td>Jun 2022</td> <td>3907</td> <td>1145</td> <td>1145</td> </tr> <tr> <td>Jul 2022</td> <td>3961</td> <td>1138</td> <td>1432</td> </tr> <tr> <td>Aug 2022</td> <td>1880</td> <td>1134</td> <td>1512</td> </tr> <tr> <td>Sept 2022</td> <td>-</td> <td>1128</td> <td>1119</td> </tr> </tbody> </table>	Jun 2022	3524	5189	993	Jul 2022	3814	5215	1040	Aug 2022	4035	4501	913	Sept 2022	4015	5006	1236	Month	Diesel Usage (L)	Electricity (kWh)	Water (m ³)	Jan 2022	3466	890	1760	Feb 2022	2835	650	2762	Mar 2022	3892	1174	1665	Apr 2022	3182	1867	1249	May 2022	3592	1156	1150	Jun 2022	3907	1145	1145	Jul 2022	3961	1138	1432	Aug 2022	1880	1134	1512	Sept 2022	-	1128	1119	
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Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.

7.10.1	(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.	Both the mill and the estates had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.	Complied
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	- Critical (Major) compliance -	<p>a) The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adversely impact the environment.</p> <p>b) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report.</p>							
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	<p>The CU has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. The CU records NIL new development within the certified area. There is no new planting in There is no peat soil or soil categorized as marginal or fragile soil in all the estates visited nor there are no new planting within.</p>	Complied						
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Assessment of all polluting activities was conducted under Environmental Risk Assessment for identifying activities that contributes significant impact to environment including gaseous emission. An assessment of all polluting activities has been conducted and monitored. This included the estate and mill activities. Refer "Pengenalpastian Aspek Dan Impak" Document number: FGV/FGVPM/IV/IMS/15/1.6 Rev 1 dated 22/03/2021. Among sample of activities discussed were: -</p> <p><u>Lepar Hilir POM – Smoke Emission Monitoring</u></p> <p>Stack Air Emission Monitoring was done in compliance with the DOE Compliance Schedule (License Number: 03247). The Stack Emission Report for 1st Half 2022 and 2nd half 2021 was available and verified. Details are as below.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Monitoring Period</td> <td style="width: 33%;">1st Half 2022</td> <td style="width: 33%;">2nd Half 2021</td> </tr> <tr> <td>Report Number</td> <td>STK/LEPAR/22/001</td> <td>STK/LEPAR/21/002</td> </tr> </table>	Monitoring Period	1 st Half 2022	2 nd Half 2021	Report Number	STK/LEPAR/22/001	STK/LEPAR/21/002	Complied
Monitoring Period	1 st Half 2022	2 nd Half 2021							
Report Number	STK/LEPAR/22/001	STK/LEPAR/21/002							

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		Assessor	Allion HSE Sdn Bhd	Allion HSE Sdn Bhd	
		Sampling Date	18/05/2022	30/11/2021	
		Particulate Matter (mg/m ³)	129.76	138.76	
		EQ Regulation Limit	150.00	150.00	
		Conclusion	Results of total PM was complied with Second Schedule, Regulation 13 of the Environmental Quality (Clean Air) Regulation 2014 whereby the total particulate matter released must not exceed 150 mg/m ³ .		
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area					
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>There was no land preparation of existence or new planting in FGV Estates by burning ever since the management practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> a. Manual Ladang Sawit LESTARI on reviewed 1/6/12 Sawit pra matang edisi II seksyen 3 b. Manual Ladang Sawit LESTARI reviewed on 1/6/12 Sawit matang edisi II seksyen 4 c. Manual Ladang Sawit LESTARI 1/6/12 Pembajaan sawit edisi II seksyen 5 d. Prosedur Kerja Selamat e. Manual Kelestarian (Sustainability) f. Work instructions <p>As advocated, the estates practiced zero burning. There was no replanting programme for both estates.</p>			Complied

7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>The Group “Zero open burning” is enforced as described in the Group Sustainability Policy May 2019. The operating units adhered to the policy of “Zero open burning” for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. The estate has no replanting program for the incoming 5 years. There is a fire ERP team established by the estates and mill.</p>	Complied								
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>FGV engaged smallholders on the fire prevention and control measures.</p> <table border="1" data-bbox="1122 655 1942 954"> <thead> <tr> <th>Mill/Estate</th> <th>Date of Consultation</th> </tr> </thead> <tbody> <tr> <td>Lepar Hilir 05</td> <td>15/02/2022 – Memo Provided to Adjacent Stakeholders</td> </tr> <tr> <td>Lepar Hilir 07</td> <td>23/10/2021 – Memo Provided to Adjacent Stakeholders</td> </tr> <tr> <td>Lepar Hilir 08</td> <td>13/01/2022 – Memo Provided to Adjacent Stakeholders</td> </tr> </tbody> </table> <p>The session among others has briefed participants on the following</p> <ul style="list-style-type: none"> • <i>Memelihara dan memulihara kepelbagaian biologi</i> • <i>Pihak berkepentingan boleh melaporkan kepada FGV</i> • <i>Jika berlaku kebakaran di persempadanan kawasan ladang/kilang</i> • <i>Pihak ladang/kilang /pekebun kecil berhampiran juga boleh mendapatkan bantuan daripada FGV jika berlaku di kawasan mereka.</i> • <i>Polisi Sustainability.</i> 	Mill/Estate	Date of Consultation	Lepar Hilir 05	15/02/2022 – Memo Provided to Adjacent Stakeholders	Lepar Hilir 07	23/10/2021 – Memo Provided to Adjacent Stakeholders	Lepar Hilir 08	13/01/2022 – Memo Provided to Adjacent Stakeholders	Complied
Mill/Estate	Date of Consultation										
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Lepar Hilir 07	23/10/2021 – Memo Provided to Adjacent Stakeholders										
Lepar Hilir 08	13/01/2022 – Memo Provided to Adjacent Stakeholders										
<p>Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>											

7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</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>The audit findings have confirmed that there is no new planting (refer 7.3.1 to 7.4.2) affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>HCV and Biodiversity areas were identified and reported as below:</p> <ol style="list-style-type: none"> 1. FGVPI Lepar Hilir 06 have conducted the HCV Assessment and available in the High Conservative Value & Biodiversity Report dated 15/11/2018. The reports states that the HCVs that were identified were vegetation, ecosystem and wild animal species. 2. FGVPI Lepar Hilir 08 have conducted the Biodiversity Assessment and available in the High Conservative Value & Biodiversity Report dated 15/09/2016. The reports states that the HCVs that were identified were vegetation, ecosystem and wild animal species. 3. FGVPI Lepar Hilir 08 was established in 2021 and previously was a part of FGVPM Lepar Hilir 08 Estate. Hence the estate uses the same report that was established for FGVPM Lepar Hilir 08 Estate. 4. FGVPM Lepar Hilir 05 Estate have conducted the Biodiversity Assessment and available in the High Conservative Value & Biodiversity Report dated 21/09/2016. The reports states that the HCVs that were identified were vegetation, ecosystem and wild animal species. 	Complied
7.12.3	<p><i>Indicator is not applicable in Malaysia context</i></p>	<p>Not applicable</p>	Not Applicable
7.12.4	<p>(C) 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</p>	<p>The sampled estates have established and documented HCV area/Biodiversity management Plans. Generally, among the plans established were:</p>	Complied

	<p>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>a. Maintaining appropriate buffer zones at identified HCVs b. Maintaining appropriate signages c. Continue to record HCV monitoring such as wildlife sighting, encroachment and illegal hunting d. Enhancing HCV awareness among employees and neighbouring stakeholders.</p> <p>The estates continue to train the workers on HCV and RTE Species. Signage on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the HCV area. Noted during site visit, all the buffer zones and signage was well maintained. Records of HCV and Biodiversity Awareness Trainings were available for verification.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There were no rights of local communities been identified in HCV areas, HCS forest after 15/11/2018, peat land and other conservation areas.</p> <p>The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>The estates continue to train the workers on HCV and RTE Species. Signage on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the HCV area, housing area and notice board to educate the workers. The monitoring conducted by monthly basis and the record was available in each sampling estate. There was no RTE species been sighted latest record as per monitoring only sighted wild boar and Gallus Gallus (wild chicken).</p>	Complied

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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>There is no HCV declared in Lepar Hilir CU as per the HCV Assessment details as provided in 7.12.2. In summary there was no HCV present in the CU except for LH 07 Sungai Lepar flowing outside boundary of PM12P. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and man-made d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long-term effect. 	Complied
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There were no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2021** for **FGVPISB Lepar Hilir POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2021** for **FGVPISB Lepar Hilir POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.87
PKO	0.00

Extraction	%
OER	21.00
KER	4.11

Production	t/yr
FFB Process	198,480.00
CPO Produced	41,685.01
PKO Produced	8,163.51

Land Use	Ha
OP Planted Area	8306.72
OP Planted on peat	0
Conservation (forested)	0
Conservation (non-forested)	0.00
Total	8306.72

Summary of Field Emission and Sink

	Own Crop*		Group		3 rd Party		Total	
	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB	tCO ₂ e	tCO ₂ e / FFB
Emission								
Land Conversion	54,526.00	0.72	0.00	0.00	0.00	0.00	54,526.00	0.00
CO ₂ Emission from fertilizer	3,191.83	0.04	0.00	0.00	0.00	0.00	3,191.83	0.00
NO ₂ Emission	2,492.00	0.03	0.00	0.00	0.00	0.00	2,492.00	0.00
Fuel Consumption	451.56	0.07	0.00	0.00	0.00	0.00	451.56	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-49,247.78	-0.65	0.00	0.00	0.00	0.00	-49,247.78	0.00
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	11,413.61	0.15	0.00	0.00	30,455.27	0.00	41,868.89	0.00

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	550.04	0.00
Grid Electricity Utilization	797.05	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	1,347.10	0.01

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	0
PK from other source	0
Fuel Consumptions	0
Total Crusher emissions	0

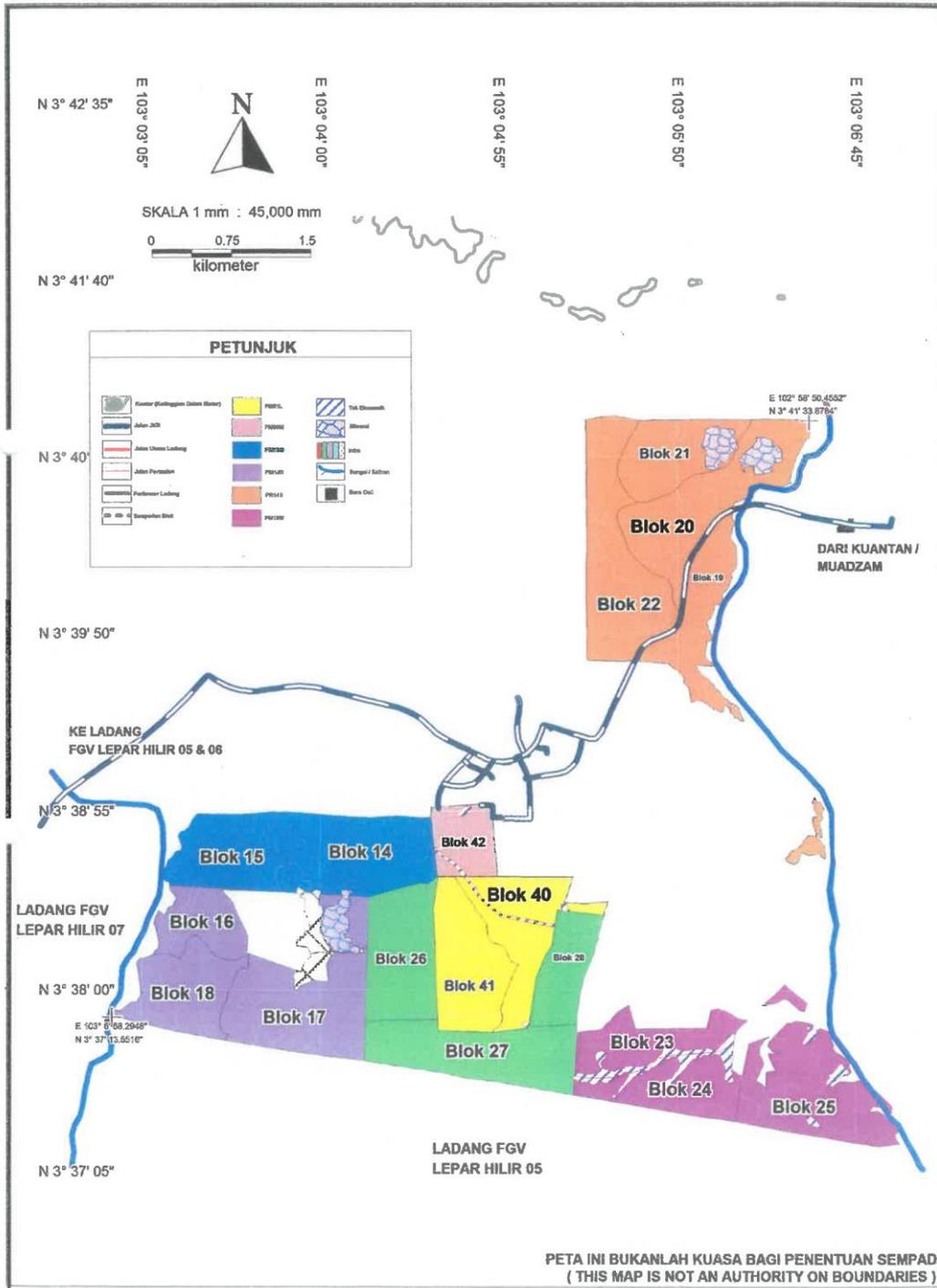
*This mill has no kernel crusher operation.

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

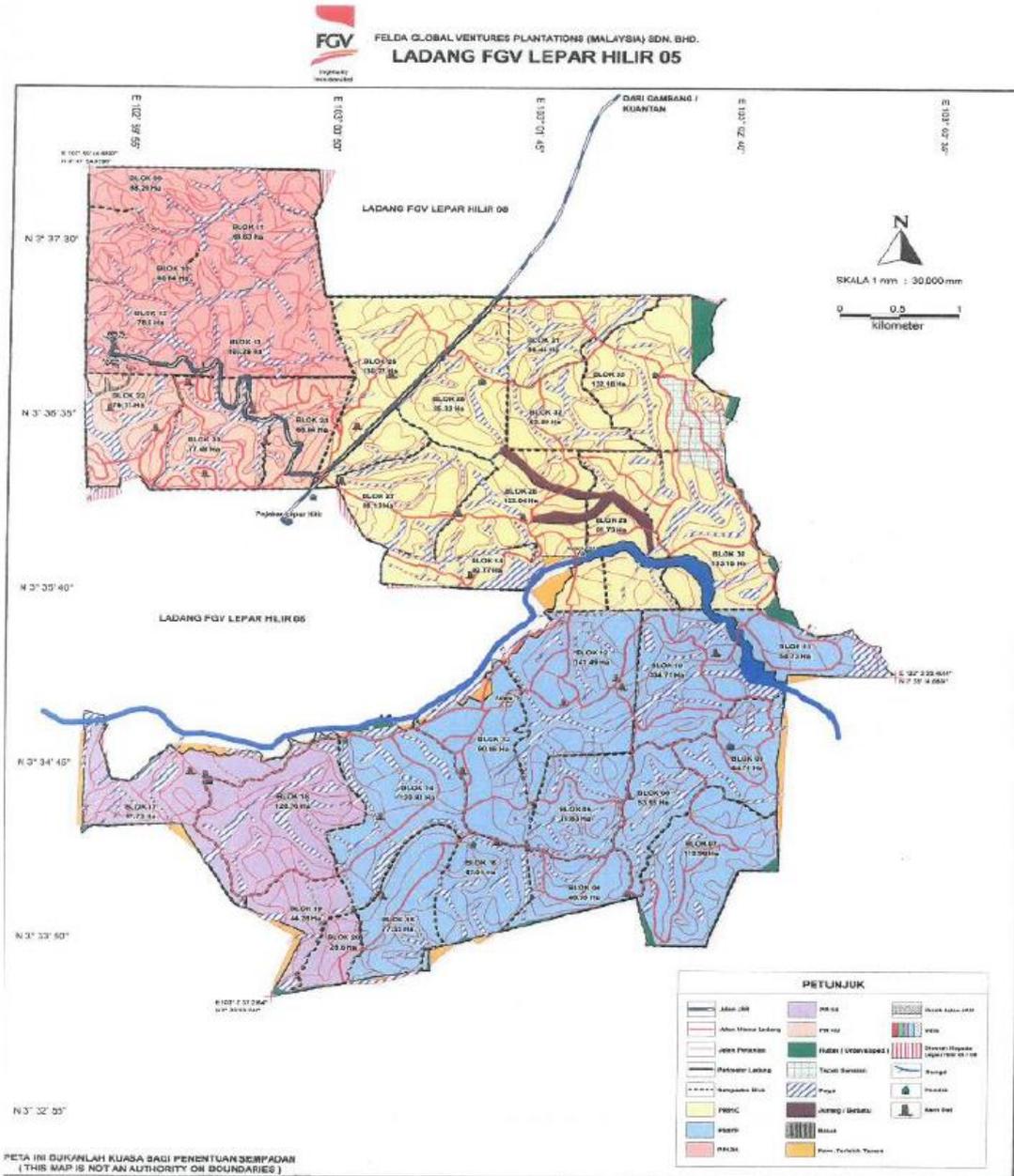
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

Appendix D: Estate Field Map

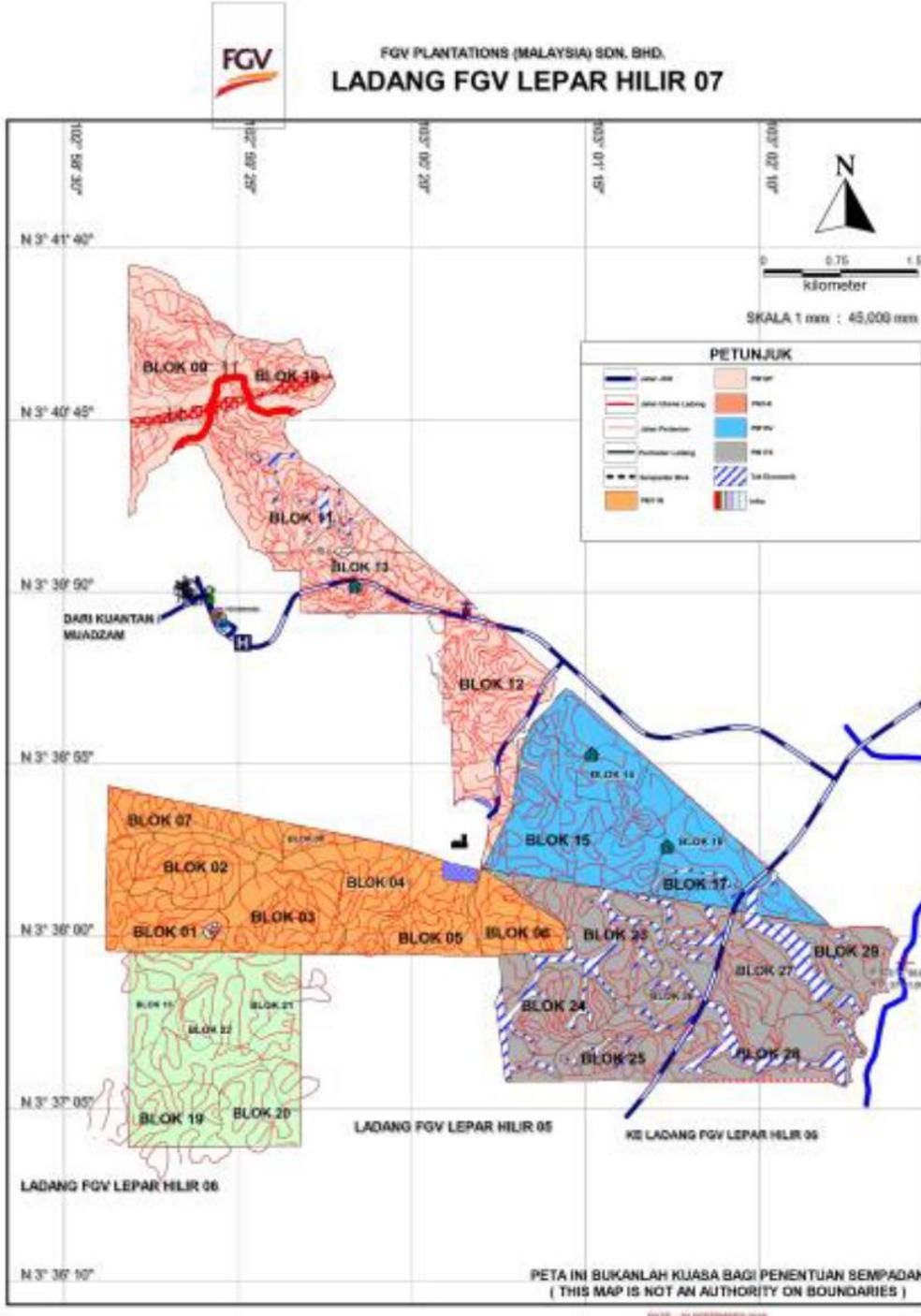
FGVPM Lepar Hilir 08 Estate Field Map



FGVPM Lepar Hilir 05 Estate Field Map



FGVPM Lepar Hilir 07 Estate Field Map



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