

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

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

Client Company Name / Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: Level 20 West, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd – Keratong 3 Palm Oil Mill Location of Certification Unit: Off Lebuhraya Tun Razak 26900 Bandar Tun Razak, Pahang, Malaysia
Date of Final Report: 22/02/2023

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	FGV Holdings Berhad		
RSPO Membership Number	1-0225-16-000-00	Membership Approval Date	27/12/2016
Address	Level 20 West, Wisma FGV, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGVPISB - Keratong 3 Palm Oil Mill		
Location / Address	Off Lebuhraya Tun Razak 26900 Bandar Tun Razak, 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 693213	Certificate Start Date	25/03/2019
Date of First Certification	25/03/2019	Certificate Expiry Date	24/03/2024
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 4) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> RSPO P&C 2018 for the Production of Sustainable Palm Oil <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	40 mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input 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 693214	MSPO 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services Malaysia Sdn Bhd	05/12/2023
MSPO 693216	MSPO 2530-34 Malaysian Sustainable Palm Oil (MSPO) Part 3		05/12/2023
MSPO SCCS-TCI-031-2020-01	MSPO SCCS (Nov 2018)	Trans Certification & Inspection Sdn. Bhd.	26/03/2025

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
FGVPISB Keratong 3 Palm Oil Mill	Kilang Sawit Keratong 3, Off Lebuhraya Tun Razak, 26900 Bandar Tun Razak, Pahang, Malaysia.	2° 55' 44.05" N	102° 56' 04.08" E
FGVPM Keratong 11 Estate	Ladang Felda Keratong 11 26900 Bandar Tun Razak, Pahang, Malaysia.	2° 53' 08.00" N	103° 01' 05.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No (no change in total planted area)		<input type="checkbox"/> Yes (please refer to Principle 7 for details)		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Keratong 11 Estate	984.24	-	212.16	1,196.40	82.27
Total	984.24	-	212.16	1,196.40	82.27

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Keratong 11 Estate	467.20	287.28	129.50	100.26	517.04	467.20
Total (ha)	467.20	287.28	129.50	100.26	517.04	467.20

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2021 – Feb 2022)	Actual (Dec 2021 – Oct 2022)		Forecast (Mar 2023 – Feb 2024)
		Previous license period (Dec 2021 – March 2022)	Current license period (April 2022 – Oct 2022)	
FGVPM Keratong 11 Estate	8,890	1,739.74	2,720.51	7,430
Total	8,890	4,460.25		7,430

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2021 – Feb 2022)	Actual (Dec 2021 – Oct 2022)		Forecast (Mar 2023 – Feb 2024)
		Previous license period (Dec 2021 – March 2022)	Current license period (April 2022 – Oct 2022)	
Nil				
Total				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Mar 2021 – Feb 2022)	Actual (Dec 2021 – Oct 2022)		Forecast (Mar 2023 – Feb 2024)
		Previous license period (Dec 2021 – March 2022)	Current license period (April 2022 – Oct 2022)	
Smallholder	234,880	90,534.37	142,873.50	225,658
Total	234,880	233,407.87		225,658

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	Nov 2021	838.94	20171.44	21010.38
2	Dec 2021	618.31	18972.48	19590.79
3	Jan 2022	366.25	17512.53	17878.78
4	Feb 2022	330.96	17461.19	17792.15

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5	Mac 2022	424.22	19287.18	19711.40
6	Apr 2022	370.44	18278.59	18649.03
7	May 2022	385.89	17580.32	17966.21
8	Jun 2022	169.18	17715.77	17884.95
9	Jul 2022	359.18	18890.72	19249.90
10	Aug 2022	394.80	21470.39	21865.19
11	Sep 2022	466.71	23873.11	24339.82
12	Oct 2022	574.31	26093.00	26667.31
TOTAL		5299.19	237306.72	242605.91

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Mar 2021 – Feb 2022)	Actual (Dec 2021 – Oct 2022)		Forecast (Mar 2023 – Feb 2024)
	Previous license period (Dec 2021 – March 2022)	Current license period (April 2022 – Oct 2022)	
FFB	FFB		FFB
8,890 mt	1,739.74 mt	2,720.51 mt	7,430 mt
	TOTAL	4,460.25 mt	
CPO (OER: 21.04%)	CPO (OER: 21.8%)		CPO (OER: 21.15%)
1,871.34 mt	453.9 mt	522.51 mt	1,571.45 mt
	TOTAL	976.41 mt	
PK (KER: 5.29%)	PK (KER: 5.47%)		PK (KER: 5.10%)
470.28 mt	112.31 mt	131.79 mt	378.93 mt
	TOTAL	244.10 mt	

Notes: Low actual produced due to pandemic and shortage of harvester that effect the yield performance of the estates.

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Dec 2021	130.68	31.40
2	Jan 2022	75.44	19.16
3	Feb 2022	62.06	15.81
4	Mac 2022	185.72	45.94
5	Apr 2022	78.95	19.65
6	May 2022	64.23	15.47

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7	Jun 2022	33.13	8.34
8	Jul 2022	70.94	15.97
9	Aug 2022	75.20	20.31
10	Sep 2022	88.35	23.14
11	Oct 2022	111.71	28.91
TOTAL		976.41	244.1

11. Summary of Actual Volume sold					
Current License period (April 2022 – Oct 2022)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0	0	0	0	0
PK (MT)	0	0	0	0	0
Credits	700	0	0	0	700
Previous License period (Dec 2021 – March 2022)					
CPO (MT)	0	0	0	0	0
PK (MT)	203.41	0	0	0	203.41
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	FGV Kernel Products Sdn. Bhd.	TR-a5a9f49d-8bb5	-	70.71
2	FGV Kernel Products Sdn. Bhd.	TR-a931f92a-687e	-	88.79
3	FGV Kernel Products Sdn. Bhd.	TR-0ca6f3e9-a7f1	-	43.91
TOTAL			-	203.41

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				

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

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
	-	ST-TR-7af1761a-e5ae	100
	-	ST-TR-cf6f5f40-701c	200
	-	ST-TR-a5c3c6b2-351f	100
	-	ST-TR-ca25dd3b-4d5e	300
TOTAL			700

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

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

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

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Credits							
Physical							
Previous License period (Nil)							
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							
Note:							

Section 2: Assessment Process

Certification Body:

BSI Services Malaysia Sdn. Bhd. (ASI Accreditation Number: ASI-ACC-067)
Suite 29.01 Level 29, The Gardens North Tower,
Mid Valley City, Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia.
Tel +60 (3) 9212 9638 Fax +60 (3) 9212 9639
Representative: Dr. Chaiyaporn Seekao (Chaiyaporn.Seekao@bsigroup.com)
Website: www.bsigroup.com

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 29/11/2022 – 02/12/2022.

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 08/02/2023. The audit programs are included in Section 2.3.

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

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

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

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

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPISB Keratong 3 Palm Oil Mill	√	√	√	√	√
FGVPM Keratong 11	√	√	√	√	√

Tentative Date of Next Visit: October 16, 2023 - October 20, 2023

Total Number of Mandays: 9.0 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>
Mohd Razaleigh Mohamad (MRM)	Team Member	<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>

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		<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>
Amir Bahari (AB)	Team Member	<p>Education: He obtained qualification in B.Sc. (Hons) Chemistry USM 1985 & Diploma in Palm Oil Milling Tech/Management MPOB 1996.</p> <p>Work Experience: He has been in the plantations industry for 30 years, among others managing rubber factories, palm oil mills and estates. During the tenure of employment, he has been trained as an auditor in ISO 9001, ISO 14001, OHSAS 18001 & also RSPO. He has accumulated 38 man-days in the auditing profession after ending career in the plantation industry.</p> <p>Training attended: ISO 9001, ISO 14001, OHSAS 18001 & also RSPO</p> <p>Aspect covered in this audit: During the assessment he covered mills and estates best practices, workers consultation and occupational safety & health.</p> <p>Language proficiency: He is fluent in both verbal/written in Bahasa Malaysia and English.</p>
TBC	Peer Reviewer	<p>Education:</p> <p>Work Experience:</p> <p>Training attended:</p>

Accompanying Persons:

Name	Role
Ahmad Rufi Bin Abu Talib Khan	Observer

2.3 Assessment Plan

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

Date	Time	Subjects	(MNM)	(MRM)	(AB)
Monday, 28/11/2022		Travelling from Kuala Lumpur to Segamat.	√	√	√

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Date	Time	Subjects	(MNM)	(MRM)	(AB)
Tuesday, 29/11/2022 FGVPM Keratong 11 Estate	0900 - 0930	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	√	√	√
	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	√	√	√
	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	√	√	√
Wednesday, 30/11/2022 FGVPI Keratong 3 Palm Oil Mill & FGVPM Keratong 11 Estate	09.00 - 1230	<u>FGVPM Keratong 11 Estate</u> 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.).	√	√	√
		Stakeholder consultations: <ul style="list-style-type: none"> 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. 		√	

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	1230 - 1330	Lunch break	√	√	√
	1330 - 1630	<u>FGVPI Keratong 3 Palm Oil Mill</u> <ul style="list-style-type: none"> 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, 01/12/2022	0900-1230	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.	√	√	√
FGVPI Keratong 3 Palm Oil Mill	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	Audit team discussion & preparation for closing meeting & Interim closing	√	√	√
Friday, 02/12/2022	0900-1100	Supply chain requirement for mills, General corporate communications, Business to business communications, Business to consumer communication, MODULE B – MASS BALANCE SPECIFIC RULES Minimum Mass Balance content Labelling and trademark (MB) Messaging (MB)	√		
	1100-1130	Audit team discussion & preparation for closing meeting	√		
	1130-1230	Closing Meeting	√		

Close NC Audit Plan

Date	Time	Subjects	MN
Tuesday, 07/02/2023		Travel from KL to Segamat and check in Hotel.	√
Wednesday, 08/02/2023	0800-0900	Travelling from Hotel to Keratong 3 POM	√
	0900-0930	Keratong 3 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	Keratong 3 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 Seriting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Seriting. 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</p>	Complied

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	certification process once certification suspension is lifted.	
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. Other than that, another possible revision of the TBP involving:</p> <ol style="list-style-type: none"> 1. Issues pertaining membership as of now FGV management control has been taken over by FELDA through shareholder acquisition. 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.	Complied

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	There are also rationalization plans for FGVP estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.	
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	FGV had submitted its TBP for certification previously which is supposed to be completed by 2021. However, due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes could not be completed. This situation was reaffirmed by the RSPO CP by the Directive issued on 28 JUL. 2022. The existing TBP is in progress of revision and to be approved prior to resubmission to RSPO Secretariat. As of auditing time, the revised TBP is yet to be submitted to RSPO Secretariat for approval Thus minor NC been raised	Minor Non-compliance
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 Tembangu 05, Ladang FGVP Cheggar Perah 02, Ladang FGVP Selendang 03 and Ladang FGVP Bukit Sagu 08 status HCVRN closed referred HCV Cheggar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangu 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	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker.	Complied

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<p>Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>FGVPM Tenggara 12 and FGVM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.</p>	
<p>Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2</p>	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p>	<p>Complied</p>

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	<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 series of engagement sessions involving various stakeholders. Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>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.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law</p>	<p>Complied</p>

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requirements of RSPO P&C criteria 2.1	and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.	
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.	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).	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	FGVPISB Keratong 3 POM received FFB from smallholder and independent outgrower. No scheme smallholder under FGVPISB Keratong 3 POM.	Complied

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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 M 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 FGVP I Serting	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M 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 M Palong 17	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M Palong 18	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M 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 M 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 M Palong 21	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP M 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 FGVP I Jerangau Barat	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP M Rantau Abang 1	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Jerangau Barat	Malaysia	Ladang FGVP M 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 GGVPMSahabat 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 four (4) Opportunity For Improvement raised. The *FGVPISB - Keratong 3 Palm Oil Mill* Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

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

Non-conformity			
NCR Ref #	2283329-202211-M1	Issued Date	02/12/2022
Due Date	02/03/2023	Closure Date	08/02/2023
Indicator & Category (Critical / Minor)	6.2.4 (Critical)		
Statement of Nonconformity:	Line site inspection was not effectively monitored.		
Requirement Reference:	(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. - Critical (Major) compliance -.		
Objective Evidence:	During site visit at line site, it was found the blockage of the perimeter drain with sand from erosion and grassy with weed. As per latest Line site inspection (Senarai Semak Aktiviti Naziran Penginapan Ladang Mingguan) dated 31/10/2022, no issue on the perimeter drain. The result shows not reflective from the current condition. As per regulation Employees Minimum Standards Of Housing, Accommodation and Amenities Act 1990 (February 2021) 23. (1) It shall be the duty of the employer of a place of employment where employees and their dependents are provided with housing accommodation to ensure that— (b) the perimeter drains around each dwelling or block of dwellings including all outlet drains are kept in a good state of repair and clear of refuse or undergrowth to permit free flow of water		
Corrections:	1. Letter of instruction to the officer in charge of monitoring cleanliness dormitory issued dated 09.12.2022 2. Give training to dormitory inspectors and clean the blockage of the perimeter drain.		
Root Cause Analysis:	1. HEP Clerks do not receive training on new guidelines ‘Garis panduan Kemudahan Asas Pekerja Unit Operasi 2021’ and did not used the latest checklist		

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	2. Housing checklist does not include the back of the hostel and the overall drainage.
Corrective Actions:	In the monitoring form (Senarai Semak Aktiviti Naziran Penginapan Ladang Mingguan) add item for inspection drains around the hostel and other requirement that required under Employees Minimum Standards Of Housing, Accommodation and Amenities Act 1990.
Assessment Conclusion:	The instruction letter for the HEP regarding to cleanliness for employee housing was available as per letter (01) 483/FGVPM/Persuratan Am (Hairul Bin Khamisan) dated 09/12/2022. From the interview with the HEP, he aware that he needs to followed the Employees Minimum Standards Of Housing, Accommodation and Amenities Act 1990 and the checklist that management provide. The training also already been given to the HEP in term how to using the checklist of the new housing complex monitoring, this training conducted on 08/12/2022 by assistant (Kamal Yassin Bin Abdul Rashid) and sustainability department En. Shazwan. From the Senarai semak aktiviti naziran penginapan ladang mingguan record, latest record was Feb 2023 where the condition comment was good and followed as per Employees Minimum Standards Of Housing, Accommodation and Amenities Act 1990.

Non-conformity			
NCR Ref #	2283329-202211-N1	Issued Date	02/12/2022
Due Date	Next surveillance	Closure Date	Open
Indicator & Category (Critical / Minor)	2.1.2 (Minor)		
Statement of Nonconformity:	The documented system in POM was failed to detect compliance to Environmental Quality (Clean Air) Regulations 2014		
Requirement Reference:	A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations. - Minor compliance -		
Objective Evidence:	During this audit, auditor found out there is no document system to ensure legal compliance is regulation 5 of Environmental Quality (Clean Air) Regulations 2014 in place. Sighted that no Written Approval or Notified to DOE for one units of Fume Hood in Laboratory found and two units of genset with capacity of 150 kVA and 250 kVA using diesel fuel which having License (Form F) No. 2022/02132 in Keratong 3 POM.		
Corrections:	1. Apply for Written Notification on Installation of Exhaust/Vent Under Regulation 5 of the Environmental Quality (Clean Air) Regulations 2014 2. Save or response on any feedback from the DOE		
Root Cause Analysis:	The Jabatan Khidmat Teknik HQ and the contractor for Genset and the Fume Hood did not provide any notification letter from DOE / written approval to the mill. No PIC that knowing and responsible to review and collect related document during handing over.		

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Corrective Actions:	<p>1.Ensure the machine and tools that is related in compliance with regulation have written approval included during handing over process.</p> <p>2.Appoint PIC to handle related to regulation that involve tendering or receive item (budgeted) from HQ and ensure to give training yearly basis</p> <p>3.To discuss pertaining to new law during management review meeting to ensure all personnel was aware regarding to new law and requirement.</p>
Assessment Conclusion:	The correction and CAP were accepted. The evidence of effective implementation of the CAP shall be verified in the next assessment.

Non-conformity			
NCR Ref #	2283329-202211-N2	Issued Date	02/12/2022
Due Date	Next surveillance	Closure Date	Open
Indicator & Category (Critical / Minor)	5.5.2 (RSPO System)		
Statement of Nonconformity:	Found there are isolated lapses in the implementation of a time-bound plan		
Requirement Reference:	d. Where there are isolated lapses in the implementation of a time-bound plan, a minor non-compliance shall be raised. If there is evidence of fundamental failure to proceed with the implementation of the plan, a major non-compliance shall be raised.		
Objective Evidence:	<p>FGV had submitted its TBP for certification previously which is supposed to be completed by 2021. However, due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes could not be completed. This situation was reaffirmed by the RSPO CP by the Directive issued on 28 JUL. 2022. The existing TBP is in progress of revision and to be approved prior to resubmission to RSPO Secretariat.</p> <p>As of auditing time, the revised TBP is yet to be submitted to RSPO Secretariat for approval Thus minor NC been raised</p>		
Corrections:	The existing TBP to be revised, approved by FGV management and resubmit to RSPO Secretariat.		
Root Cause Analysis:	Due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes as per TBP could not be completed. However, the deviations from the original TBP was not notified to the RSPO Secretariat for their approval.		
Corrective Actions:	Notify to the RSPO Secretariat the deviation of the TBP.		
Assessment Conclusion:	The correction and CAP were accepted. The evidence of effective implementation of the CAP shall be verified in the next assessment.		

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2283329-202211-I1 Indicator 7.3.2 The estate to maintain internal records for SW collected upon servicing of lorries/machines by the external vendor/servicer.</p>
OFI 2	<p>2283329-202211-I2 Indicator 6.7.2 Mill currently excluded from Fire Certificate requirements. Existing quantity and provision of portable fire extinguishers can be further allocated for preparedness purpose.</p>
OFI 3	<p>2283329-202211-I3 Indicator 7.8.1 Mill can further enhance monitoring and identification of water leakage from piping system and water pump to preserve water resources and complying to Water Management Plan established.</p>
OFI 4	<p>2283329-202211-I4 Indicator 6.1.2 2 newly workers that has been recruited in September under recruiting agent, 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>

Positive Findings	
PF #	Description
PF 1	Good social contributions as per external stakeholders' feedbacks.
PF 2	Good commitment and corporation from the management.
PF 3	Generally well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2134547-2021111-N1	Issued Date	02/12/2021
Due Date	02/12/2022	Closure Date	02/12/2022
Indicator & Category (Critical / Minor)	7.3.2 (Minor)		
Statement of Nonconformity:	The implementation of waste material storage is ineffective.		
Requirement Reference:	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.		
Objective Evidence:	Keratong 3 POM - During the site visit to the mill compound / processing plant it was observed that presence of residual materials, scrap materials and maintenance parts were evident without proper storage and segregation.		
Corrections:	<ul style="list-style-type: none"> - Appoint contractor to transfer the shredded fiber from scrap materials storage area and shell bay area - Perform cleaning work to segregate all the residual materials, scrap materials and maintenance part to the designated area - Build or make proper signage 		
Root Cause Analysis:	<ul style="list-style-type: none"> - Not enough space for proper storage and segregation due to the high stock of shredded fiber - No signage of designated area for storage material part and scrap materials. 		
Corrective Actions:	Contact with by product department HQ to find new buyer or increase the pickup of shredded fiber from existing buyer to reduce the current stock and overproduction.		
Assessment Conclusion:	CAP has been accepted. Evidence of effectiveness to be verified during next coming assessment.		
Effectiveness Closure (for previous audit closed Critical NC):	<p>The mill made the following efforts and initiative to maintain low fibre stock in the mill and having to facilitate the waste separation.</p> <p>A) modification in belt conveyor direct to boiler to increase consumption of fibre as fuel hence reducing excess stock on the floor.</p> <p>B) Intensify despatch to outside buyer in Jan 2022 - Oct 2022 at 202020 mt. Fibre production at 14142 mt and despatch is 12502 mt at ratio of 88% being disposed. Thus has reduced the holding stock at the mill the compound management has been improved in term of storage.</p> <p>During the site visit on 01/12/2022 the storage has been satisfactorily managed and kept at low level. There was no more foreign residual materials, scrap materials mixed with fibre storage area.</p> <p>As such the NCR raised is closed and concluded.</p>		

Opportunity for Improvement	
OFI#	Description
OFI 1	<p>2134547-202111-I1 Indicator 7.2.3 Keratong 11 Estate - Existence of beneficial plants in the fields visited to support effective ratio of IPM management beneficial plant protocol as per SOP in Manual Lestari could be further improved</p> <p>Verification / Follow-up actions: The estate is continuing the BP planting at site. Work is progressing to meet target. During the site visit on 29/11/2022 there were evidence of the planting made at the road side. There were also presence of barn owl boxes at ratio of 1 unit to 10 ha being made as part of the IPM management and initiative. As such the NCR raised is closed and concluded.</p>
OFI 2	<p>2134547- 202111-I2 Indicator 3.6.2 Monitoring of the effectiveness of the H&S plan to address health and safety risks to people related to use of First Aid Kit for use in estate field operation could be further improve on the kit content availability/usability.</p> <p>Verification / Follow-up actions: From the verification on activity spraying and harvesting found the First aid kit was available and followed as per list that been provided by the assistant. First aid training already conducted on 21/10/2022, training by Medical assistant FGV Selendang 03. There are 40 person have been attend during this training included from FGVPM Keratong 11 estate. Thus the OFI was close accordingly.</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1627502-201804-M1	Major	6.1.3	24/05/2018	Closed out on 19/09/2018
1627502-201804-M2	Major	2.1.1	24/05/2018	Closed out on 19/09/2018
1627502-201804-M3	Major	4.6.11	24/05/2018	Closed out on 19/09/2018
1627502-201804-M4	Major	4.7.1	24/05/2018	Closed out on 19/09/2018
1627502-201804-N1	Minor	6.2.3	24/05/2018	Closed out on 05/12/2019
1627502-201804-N2	Minor	6.6.2	24/05/2018	Closed out on 05/12/2019
1627502-201804-N3	Minor	6.10.3	24/05/2018	Closed out on 05/12/2019
1627502-201804-N4	Minor	4.5.2	24/05/2018	Closed out on 05/12/2019
1627502-201804-N5	Minor	5.1.2	24/05/2018	Closed out on 05/12/2019
1627502-201804-N6	Minor	5.1.3	24/05/2018	Closed out on 05/12/2019
1627502-201804-N7	Minor	5.3.3	24/05/2018	Closed out on 05/12/2019

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1627502-201804-N8	Minor	2.1.4	24/05/2018	Closed out on 05/12/2019
1627502-201804-N9	Minor	4.7.5	24/05/2018	Closed out on 05/12/2019
RSPO P&C MYNI 2019				
1860788-201911-M1	Critical	2.1.1	05/12/2019	Closed out on 28/02/2020
1860788-201911-M2	Critical	2.3.1	05/12/2019	Closed out on 28/02/2020
1860788-201911-M3	Critical	4.1.1	05/12/2019	Closed out on 28/02/2020
1860788-201911-M4	Critical	3.6.2	05/12/2019	Closed out on 28/02/2020
1860788-201911-M5	Critical	7.5.1	05/12/2019	Closed out on 28/02/2020
1860788-201911-N1	Minor	2.2.2	05/12/2019	Closed out on 03/12/2020
1992765-202010-M1	Critical	3.6.1	03/12/2020	Closed out on 22/02/2021
1992765-202010-M2	Critical	3.8.6	03/12/2020	Closed out on 22/02/2021
1992765-202010-N1	Minor	2.1.2	03/12/2020	Closed out on 29/11/2021
1992765-202010-N2	Minor	2.2.2	03/12/2020	Closed out on 29/11/2021
1992765-202010-N3	Minor	3.3.2	03/12/2020	Closed out on 29/11/2021
1992765-202010-N4	Minor	3.4.2	03/12/2020	Closed out on 29/11/2021
1992765-202010-N5	Minor	7.3.3	03/12/2020	Closed out on 29/11/2021
2134547-202111-N1	Minor	7.3.2	02/12/2021	Closed out on 02/12/2022
2283329-202211-M1	Critical	6.2.4	02/12/2022	Closed out on 08/02/2023
2283329-202211-N1	Minor	2.1.2	02/12/2022	Open
2283329-202211-N2	Minor	5.1.2 (RSPO System)	02/12/2022	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 FGVPI SB - Keratong 3 Palm Oil Mill Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

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

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)
Contractors	Perniagaan Maju Bera Sdn Bhd	face to face interview
Contractors	Wazer Jaya Enterprise	face to face interview
Contractors	S.M Perusahaan Jaya Sdn Bhd	face to face interview
External	Mohd Ridzuan Ismail	face to face interview
External	Manager for FELDA Keratong 05	face to face interview
Communities	Headmaster of Sekolah (LKTP) Keratong 03	face to face interview
Internal	FGVPI Keratong 03 POM workers representative	face to face interview

Stakeholders comment	
1	<p>Feedbacks: Contractors, (Representative from Perniagaan Maju Bera Sdn Bhd & Wazer Jaya Enterprise, S.M Perusahaan Jaya Sdn Bhd)</p> <p>2 contractors have been contacted and interviewed which are Perniagaan Maju Bera Sdn Bhd & Wazer Jaya Enterprise (FFB transporter), S.M Perusahaan Jaya Sdn Bhd (hardware supplier). 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 Muadzam Region Office and all documents for payment prepared by the estate</p>
2	<p>Feedbacks: FFB supplier (Mohd Ridzuan Ismail, Manager for FELDA Keratong 05)</p> <p>As per interview with the manager for FELDA Keratong 05, he mentioned there is 2 types of FFB supplier from FELDA which is under the management of FELDA, managed by the FELDA but sent under FELDA Keratong 05. Payment for FFB will be done by FGVPI Keratong 03 POM on weekly basis through FELDA and payment will be made by FELDA to settler. He also mentioned that explanation of for FFB pricing has been by the management during Communication of the FFB pricing has been done during Jawatankuasa permuafakatan, produktiviti dan kualiti (JPPK).</p> <p>Audit Team verification and response: The management noted with the comment and committed to maintain good relationship with neighbouring estate and to maintain good condition of boundaries</p>
3	<p>Feedbacks: Headmaster of Sekolah (LKTP) Keratong 03</p> <p>Sekolah (LKTP) Keratong 03 located around 3km from FGVPI Keratong 03 POM and some kids from FGVPI Keratong 03 POM and travel by van to school. He also mentioned good relationship has been maintained between both parties and he also mentioned that he aware about consultation and communication</p>

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	<p>procedure and know who need to be contacted for any communication/consultation. He also hopes that there will be activities together with FGVPI Keratong 03 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.</p>
4	<p>Feedbacks: FGVPI Keratong 03 POM workers representative Mr Mohammad Rohaizad has been appointed as president for workers union in FGVPI Keratong 03 POM. He mentioned he has been elected through election that has been conducted without interference of the management. He said all workers and staff can join the workers union except executive. For now, there is no request from the workers union and routine meeting will be conducted at least once a year. Responded to question on promotion, he said that all promotion is base on the recommendation by the section lead, appraisal approval by the management. If there is grievance/appeal on the promotion, it can be communicated with representative from workers union and the issues will be forwarded to the management.</p>
	<p>Audit Team verification and response: The management noted with the comment.</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 Keratong 11 Estates have all undergone 2nd Cycle of Replanting therefore this is not applicable.					

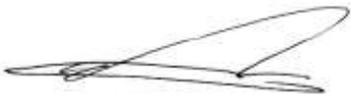
Previous land owner / user comment	
N/A	<p>Feedbacks:</p> <p>Audit Team verification and response:</p>

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 FGVPIB - Keratong 3 Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGVPIB - Keratong 3 Palm Oil Mill is certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Muhamad Naquiuddin Mazeli	Name: NOROLSAIFUL HAZZRI BIN HAMID
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Lead Auditor	Title: Sustainability Manager
<p>Signature:</p> 	<p>Signature:</p> <p><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: 12/02/2023	Date: 13 FEB. 2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Behave ethically and transparently		
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	Memo dated 10/01/2022 outline list document that publicly available for request by the stakeholders that has been signed by the estate manager of FGVPM Keratong 11 Estate. Total 20 document has been listed such as land title, HCV report and any company policy.
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	Information provided in both English and Bahasa Malaysia and accessible to all stakeholders in FGV Keratong 3 Certification Unit upon request. Policies & guidelines were available in the company's website: https://www.fgvholdings.com/sustainability/policies-guidelines/ .
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	There is evidence that records of request have been maintained by the each operating units in the document "Rekod Makluman dan maklum balas".
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	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. Communication of the policy to stakeholders has been done through memo that has been sent to all stakeholders for both FGVPI Keratong 03 POM and FGVPM Keratong 11 Estate. All stakeholders need to sign evidence of acceptance of the policy.

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1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	FGVPI Keratong 03 POM and FGVPK Keratong 11 Estate has established List of Stakeholders where details of the stakeholders such as address, contact person and contact numbers are available in the stakeholder list.	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	FGV Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was developed. The policy has detailed the responsibility and compliance to the policy and FGV's commitment to sustainability. Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039 Rev. 4.0) was established which incorporated various aspect of committing to a code of ethical conduct and integrity and each of the employees need to read through the policy and accepted via online. The Supplier Code of Conduct was available in the company's website (Doc. Version 001.05.2020) which outlined the business ethics& integrity for all the suppliers with FGV Holdings Berhad and all the contractors and suppliers have to sign on the SCOC.	Complied
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	Implementation and monitoring of the compliance of the policy was conducted through agreement and the Supplier Code of Conduct (SCOC), Doc. Version 001.05.2020. Internal audit is one of the mechanism to monitor compliance and the implementation of the policy. FGVPM Keratong 11 Estate: 05/06/2022 FGVPI Keratong 03 POM: 03-04/10/2022 Besides, whistleblowing channel and e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance or any incompilance for the policy	Complied

Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	<p>(C) The Unit of Certification complies with legal requirements</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Keratong 3 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 Keratong 11 Estate</u></p> <ol style="list-style-type: none"> 1. MPOB License; License Number: 558962002000; License Validity Period: 01/03/2022 – 28/02/2023. Estate Area: 1196.40 Hectare. 2. Permit Khas Barang Kawalan Berjadual; Serial Number: (C002801); Reference Number: PHG/RPN/045/98 SK (D); Description: Diesel; Quantity: 10,920 Litres; License Validity Period: 27/07/2021 – 26/07/2024. 3. JTK license (22) dlm BHG. PU/9/129 Jld 23 dated 26/04/2016 for wages deduction for electricity and water 4. Weighbridge calibration (58018135) by Metrology Corporation Malaysia Sdn Bhd dated 22/04/2021. <p><u>FGVPISB Keratong 3 POM</u></p> <ol style="list-style-type: none"> 5. MPOB License; License Number: 500194604000; License Validiy Period: 01/04/2022 – 31/03/2023. 6. Permit for more hour work from JTK under syeksen 60A(4)(a) Akta Kerja 1955 for 130 hour as per letter BHG.PU/9/134 Jld 37 (6) dated 11/03/2021. 7. Weighbridge Calibration conducted by De Metrology Sdn Bhd as per certificate DE18005402 dated 08/12/2021. The machine was Mettler Toledo 80,000kg IND 310 no series 0021516-6BK. 8. Energy commission license for private electrical installation, 	Complied

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		<p>serial no. 55958, license no. 2022/02132 for 4000 kW installation capacity, validity period (14/07/22 – 13/07/2023).</p> <p>9. Diesel Permit ref: PHG/RPN/020/96 SK(D), licensee: Keratong 3 POM serial no. C002856, quantity: 15,000 liter valid until 16/12/24.</p>	
<p>2.1.2</p>	<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, 01/11/2016).</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> <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> <p>During this audit, auditor found out there is no document system to ensure legal compliance is regulation 5 of Environmental Quality (Clean Air) Regulations 2014 in place.</p> <p>Sighted that no Written Approval or Notified to DOE for one units of Fume Hood in Laboratory found and two units of genset with capacity of 150 kVA and 250 kVA using diesel fuel which having License (Form F) No. 2022/02132 in Keratong 3 POM. Thus minor NC was raised.</p>	<p>Non-compliance</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> <table border="1" data-bbox="1178 539 1648 727"> <thead> <tr> <th></th> <th>Field no</th> <th>Boundary</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>PM 00A</td> <td>Hutan Simpan Lesung</td> </tr> <tr> <td>2</td> <td>PR 22F</td> <td>Ldg DSK Far East Holdings</td> </tr> <tr> <td>3</td> <td>PR 21E</td> <td>Smallholder</td> </tr> </tbody> </table>		Field no	Boundary	1	PM 00A	Hutan Simpan Lesung	2	PR 22F	Ldg DSK Far East Holdings	3	PR 21E	Smallholder	Complied
	Field no	Boundary													
1	PM 00A	Hutan Simpan Lesung													
2	PR 22F	Ldg DSK Far East Holdings													
3	PR 21E	Smallholder													
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>															
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>Stakeholder list was updated in all the estates and mill which included the contractors & suppliers. 3 contractors has been listed for FGVPM Keratong 11 Estate for FFB transport and replanting.</p>	Complied												
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>The contractors engaged by the company have signed the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. Sampled the SCOC as below:</p> <ul style="list-style-type: none"> a. Perniagaan Maju Bera Enterprise b. Wazer Jaya Enterprise c. Bakti Mas Bina Sdn Bhd agreement number 001 <p>Eng Huat Latex Concentrate agreement number 002</p>	Complied												
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>The contractors engaged by the company have signed the Supplier Code of Conduct (SCOC) where under Clause 3.1 – Compliance with Labour Laws and Prohibition of Forced Labour has clearly mentioned that the contractors shall comply with the laws and regulations including the recruitment process. Sampled the SCOC as below:</p> <ul style="list-style-type: none"> a. Perniagaan Maju Bera Enterprise 	Complied												

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		<ul style="list-style-type: none"> b. Wazer Jaya Enterprise c. Bakti Mas Bina Sdn Bhd agreement number 001 d. Eng Huat Latex Concentrate agreement number 002 	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
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 1 estates supplying FFB within the certification scope and 21 supply base supplying FFB from outside the certification scope (15 estates and 6 dealers). 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 Eratudiza Binti Ghazi; MPOB license 598834101000; Validity from 18/05/2018 until 30/04/2023; Land title Lot 38382.</p> <p>Dealer Seng Highland Fruits Trading; MPOB license 589333015000; Validity from 01/10/2022 until 30/09/2023 Eng Huat Latex Concentrate Sdn Bhd; license 505907315000; Validity from 01/05/2022 until 30/04/2023</p>	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	<p>There are 6 collection centres registered in the mill’s list of FFB suppliers. The data already been collected as per sampling on Seng Highland Fruits Trading and Eng Huat Latex Concentrate 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.			

<p>3.1.1</p>	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. - 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> <ul style="list-style-type: none"> a. Crop processed with anticipated extraction ratios including a 5-year forecast. b. Cost components include the following <ul style="list-style-type: none"> a. General charges statement <ul style="list-style-type: none"> - General charges - Cost of supervision/Cost of labour - 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 1 estates possessed a similar budget format. Inclusive is a 5-year</p> 	<p>Complied</p>
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		<p>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 on 2021/22 budget, the programme for workers such as painting housing and drainage maintenance was been conducted by the management.</p>													
3.1.2	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available.</p> <p>- Minor compliance -</p>	<p>There are budget for replanting programme for Keratong 3 POM supply base for 5 years as per below;-</p> <table border="1"> <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 Keratong 11 Estate</td> <td>100.26</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Year/Estate	2023	2024	2025	2026	2027	FGVPM Keratong 11 Estate	100.26	0	0	0	0	Complied
Year/Estate	2023	2024	2025	2026	2027										
FGVPM Keratong 11 Estate	100.26	0	0	0	0										
3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>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> <ul 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 	Complied												

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		<p>6. Changes that could affect the management system</p> <p>7. Recommendation for improvement</p> <p>The record was available at each sampling estate as per below record:- FGVPM Keratong 11 Estate:- 05/06/2022 internal audit and MRM was on 11/10/2022. FGVPIB Keratong 3 POM:- Audit on 03-04/10/2022 (6 NCR raised) and Management review was on 29/10/2022.</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 CU has established an improvement plan mainly on environmental and social issues with details as follows. The mill and the estate documented the program in the Capital Expenditure 2022 - 2026 and discussed in the Management Meeting.</p> <table border="1" data-bbox="1205 911 1921 1385"> <thead> <tr> <th colspan="3" data-bbox="1205 911 1921 962">Keratong 03 Palm Oil Mill</th> </tr> <tr> <th data-bbox="1205 962 1249 1013"></th> <th data-bbox="1249 962 1438 1013">Projects</th> <th data-bbox="1438 962 1921 1013">Details</th> </tr> </thead> <tbody> <tr> <td data-bbox="1205 1013 1249 1161">1</td> <td data-bbox="1249 1013 1438 1161">Operation</td> <td data-bbox="1438 1013 1921 1161">Transfer 1 unit decanter from Triang POM to commission in Dec 2022 at RM 30K. Reduce BOD before treatment in ETP.</td> </tr> <tr> <td data-bbox="1205 1161 1249 1305">2</td> <td data-bbox="1249 1161 1438 1305">Environmental</td> <td data-bbox="1438 1161 1921 1305">Expand width and height of Effluent pond bund at RM 62K. This is to improve retention with possible overflowing. To complete Dec 2022 for 6 units</td> </tr> <tr> <td data-bbox="1205 1305 1249 1385">4</td> <td data-bbox="1249 1305 1438 1385">Environmental</td> <td data-bbox="1438 1305 1921 1385">VORSEP installation in Dec 2018 to improve dust particulate RM 2M</td> </tr> </tbody> </table>	Keratong 03 Palm Oil Mill				Projects	Details	1	Operation	Transfer 1 unit decanter from Triang POM to commission in Dec 2022 at RM 30K. Reduce BOD before treatment in ETP.	2	Environmental	Expand width and height of Effluent pond bund at RM 62K. This is to improve retention with possible overflowing. To complete Dec 2022 for 6 units	4	Environmental	VORSEP installation in Dec 2018 to improve dust particulate RM 2M	<p>Complied</p>
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		5	Environmental	Bio-Polishing Plant in 2022. Reduce BOD in final discharge	
		6	Environmental	Upgrading of perimeter drain RM50K in July 2023	
		7	Environmental	Operations of shredder plant to produce shredded fibre at reduced 55% moisture	
		8	Safety	Roofing upgrading RM100K Mac 2023.	
		9	Social	Annual Raya Celebration for employees	
		10	Social	Yasin Reading Ceremony to instil spiritual values among the community.	
		11	Social	Farewell Celebration	
		12	Social	Children education performance incentive	
		Keratong 11 Estate			
		1	Environmental	New fertilizer storage RM 120K - 2023	
		2	Operation	New garage 6 bay for tractor parking RM 27K - 2023	
3	Operation	Loading Ramp RM160K -2023			
4		1 new lorry 5 mt RM195K - 2023			
5	Safety	Memastikan kemalangan sifar di dalam ladang tahun 2022			

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		<table border="1"> <tr> <td>6</td> <td>Operation</td> <td>Beneficial Plant enhancement - SOP ratio</td> </tr> <tr> <td>7</td> <td>Social</td> <td>Yasin Reading Ceremony to instil spiritual values among the community.</td> </tr> <tr> <td>8</td> <td>Operation</td> <td>Target YPH 14.39mt/ha</td> </tr> <tr> <td>9</td> <td>Operation</td> <td>Target cost /FFB mt RM200</td> </tr> <tr> <td>10</td> <td>Environmental</td> <td>Zero open burning / chemical reduction</td> </tr> </table>	6	Operation	Beneficial Plant enhancement - SOP ratio	7	Social	Yasin Reading Ceremony to instil spiritual values among the community.	8	Operation	Target YPH 14.39mt/ha	9	Operation	Target cost /FFB mt RM200	10	Environmental	Zero open burning / chemical reduction	
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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: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed. Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>Production data including the FFB processed and CPO, CPK produced has been checked and verified against the Jan - Dec 2021 report. Inclusive is OER/KER. This data has also being compared and tally with the GHG report declaration.</p>	Complied															
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.																		
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>The mill processing system is documented in the following documents among others;</p> <ol style="list-style-type: none"> a. The Mill Lestari Processing Manual b. Mill Standard Operating Procedure, c. The Mill Quality Management Manual 	Complied															

		<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 01/09/2017 Sawit pra matang edisi III seksyen 3 b. Manual Ladang Sawit LESTARI reviewed on 01/09/2017 Sawit matang edisi III seksyen 4 c. Manual Ladang Sawit LESTARI 01/09/2017 Pembajaan sawit edisi III seksyen 5 d. Prosedur Kerja Selamat e. Manual Kelestarian (Sustainability) <p>Amendments are made should there be requirement to suit the local issues/situation.</p> <p>As per Garis Panduan Keselamatan & Kesihatan Pekerjaan (GPK) Pengangkutan Pekerja (GPK: FGVPM/L3/GPK-016) version 2.0</p>	
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		dated 04/03/2022 stated the workers must using transportation trailer for going and back from working area however found at workers housing area that	
3.3.2	A mechanism to check consistent implementation of procedures is in place. - Minor Compliance -	<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 Keratong 11 estate dated 21/02/2022 by FGV Agri Services Sdn Bhd.</p> <p>Internal audit conducted by Sustainability department 4-7/10/2022 and been reviewed under management review meeting dated 7/10/2022.</p>	Complied
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	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.	Complied
<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>			

<p>3.4.1</p>	<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. - Critical (Major) compliance -</p>	<p>There were no new planting in Keratong 11 estate. 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. <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> <ul 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 4.1 Rumusan Skor Untuk Impak Negatif Alam Sekitar Paling Ketara - Jadual 4.2, Pelan Pengurusan (Management Plan) Bagi Mengurangkan Impak Alam Sekitar Dari Aktiviti Ladang - Jadual 4.3. 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>Complied</p>
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		<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 documents were updated accordingly respectively in Jan 2022. These content 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>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,</p>	Complied

		<p>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) CSR issuance of welfare gifts during festive/pandemic months. g) Enhance understanding on safety guidelines in mill. h) Health awareness among employees. i) To maximize recycling program at mill/estate j) To enhance sale of excessive shell to licensed buyer k) Audio metric 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> <ul style="list-style-type: none"> 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 	
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d) Development and implementations.

The aspect and impact covered the following activities/operations documented in form titled FPI/L4/QOHSE - 1.7 Pindaan 0 dated 24/02/2022 among others;

Keratong 11 Estate			
	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	Chemicals storage
6	Triple rinsing	12	Grading of FFB
Keratong 03 Palm Oil Mill			
	Activities		Activities
1	Effluent treatment	8	EFB storage
2	Engine room operations	9	Laboratory
3	Boiler operations	10	Workshop operations
4	CPO storage	11	Sterilization
5	Diesel Reception/storage	12	Chemicals storage
6	Triple rinsing	13	Scheduled wastes storage
7	Monsoon Drain	14	Canteen

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 units were available having information i.e issues, management plan, PIC and time frame. The input are 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. g) In addition the mill has initiated projects for enhancement to the environmental issues as shown in 3.2.1 	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. The procedure has 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 Socialisasi & 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 procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.</p>	Complied

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3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- 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>	Complied
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 Keratong 3 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 Keratong 11 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 09/04/2021. 2. CHRA was conducted in the estate on 13/02/2018 by Occumed Consultancy & Services Sdn Bhd (DOSHS Reg: JKPP HIE 127/171/2(8)). The CHRA report (Ref. Number: JKPP HIE 127/171/2(8)-2018/013) 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 04/10/2021 Ref: HSSSB/2021/051. This 	Complied

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		<p>assessment conducted by Handstech Solution Services Sdn Bhd.</p> <p><u>FGVPISB Keratong 3 POM`</u></p> <p>The Initial Noise Risk Assessment (JKKP no: PHK 1087) dated 14/05/2020 conducted by MZ Enviro Testing & Consulting. The report no MZ/NRA/KRT3/0520. As per assessment the operator at boiler house, oil room, steriliser, press and kernel need to go audiometric testing.</p> <p>CHRA have been conducted by Yellow Tulips Resources dated 26/09/2022 and still pending the report at consultant. The previously CHRA was on 24/07/2020 by Ihsan Sharif Resources as per report GHQ/08/ASS/00/85-2020-0003.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>The effectiveness of the Health and Safety Plans are monitored and ensured through checklists, site inspections and trainings that were conducted by FGVPISB 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 05/11/2021 signed by GCEO (Group Chief Executive Officer).</p> <p><u>FGVPM Keratong 11 Estate</u></p> <p>Annual & Baseline Audiometric Testing Report 2022 already been conducted for FGV Keratong 11 estate dated 01/04/2022 at Klinik Syed Badaruddin Sdn Bhd. From the report the grader needs for personal Hearing protector with NRR at least 17dB.</p>	Complied

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		<p>Health Surveillance Report prepared by Klinik Segamat, the total workers involve was 10 person and the result showed all fit to work with chemical. This report conducted on 04/11/2022 was followed as per CHRA JKPP HIE 127/171/2(8)-2018/013.</p> <p><u>FGVPISB Keratong 03 POM</u></p> <p>The annual audiometry report was on 03/06/2022 conducted by IFZ OSHMED Supplies Sdn Bhd. From the result there are 18 for standard Threshold Shift (STS) 11 with normal hearing and 23 hearing loss.</p> <p>The retest for STS already conducted on 23/09/2022 at IFZ OSHMED Supplies Sdn Bhd as per report (JKPP/2022/11-02/00153) and result 12 with Permanent Standard Threshold Shift and 1 hearing impairment.</p> <p>From the both report there are 18 JKPP 7 dated 01/10/2022.</p> <p>Medical surveillance for FGVPISB Keratong 3 POM conducted on 21/11/2022. This surveillance conducted by MZ Enviro Testing & Consulting with total 19 workers involves during this annual exercise involving exposures to chemical listed in USECHH 2000 scheduled 6 namely n-Hexane. The result still pending with the consultant. Previously conducted on 10/12/2022 for 5 workers and all 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>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

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	<p>- Critical (Major) compliance -</p>		
<p>3.7.2</p>	<p>Records of training are maintained. - Minor Compliance -</p>	<p>Training records are maintained by each Operating Unit. Sample some records at each Operating as follows:</p> <p>FGVPISB Keratong 3 POM Chemical handling training and scheduled waste management conducted by safety and health officer dated 10/08/2022 Policy training conducted by management to stakeholder dated 10/11/2022 Firefighting and fire drill conducted by Bomba Muadzam dated 10/06/2022 RSPO and MSPO Supply Chain Certification Scheme training by Sustainability executive to Stakeholder dated 22/02/2022 No open burning training conducted by management dated 17/10/2022 Sexual harassment awareness training dated 26/09/2022 Procedure on Safety work dated 05/09/2022 at Press area. Complaint and grievance training dated 04/10/2022 Training on Scheduled waste dated 22/08/2022 HCV and RTE management training dated 08/08/2022 Audiometric and hearing conservation training dated 29/05/2022</p> <p>FGVPM Keratong 11 Estate Harvesting safety training conducted on 14/02/2022 attended by 10 person trained by assistant. Manuring safety and chemical handling training conducted on 19/01/2022</p>	<p>Complied</p>

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		HCV and sustainability training dated 09/08/2022 Company Policy and procedure training dated 31/03/2022 Spraying training conducted by management dated 17/02/2022 Fire fighting and drill training conducted by the management dated 14/10/2022 Recycle programme and triple rinsing dated 26/01/2022.	
3.7.3	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. - Minor Compliance -	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 19/09/2022.	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)			
3.8.1	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.	FGVPISB Keratong 3 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.	Not Applicable
3.8.2	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	FGVPISB Keratong 3 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	Complied

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	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.	from FGVPM Keratong 3 Estates are claimed for processing MB-Certified CPO and PK in the mill.	
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. (Table 10)	Complied
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	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: <ul style="list-style-type: none"> - Member ID: RSPO_PO1000001895 - Member category: Oil Mill - RSPO Membership No.: 1-0225-16-000-00 - License Status: Expires on 24/03/2023 	Complied
3.8.5	Documented procedures 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: <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). 	Documented procedures available as following: FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGVPIB Keratong 3 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.	Complied

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	<p>c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard.</p> <p>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>	<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. As per verification the letter (06)RSPO SCC dated 02/11/2022.</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/GSD-SCCD/SOP/007 dated 07/01/2021).</p>	
<p>3.8.6</p>	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 19-20/09/2022 and which have raised no Critical Non-Conformities.</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>Complied</p>
<p>3.8.7</p>	<p>Purchasing and Goods In</p>	<p>i. Keratong 03 POM received FFB from own supply bases which is FGVPM Keratong 11 Estate, FELDA, FGVASSB and FTPSB. Total tonnage received \ has been documented in</p>	<p>Complied</p>

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	<ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<ul style="list-style-type: none"> the document " Laporan Penerimaan BTS (Metrik Tan) mengikut status pembekal bulan". ii. Verification has been done by the auditor for period December 2021 until November 2022 and found out the there is no overproduction of certified tonnage. iii. Mechanism is in place for handling non-conforming FFB and document and has been documented in document "Prosedur RSPO Supply Chain Certification" (Kilang Sawit Keratong 3) dated 07/01/2021 reference number FGV/GSD-SCCD-SOP/007 	
<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>Sample of documentation sighted and there is evidence that minimum information for RSPO certified products is available. Sample as per below</p> <p>Buyer: Delima Oil Products Sdn Bhd Seller: FGVPI Keratong 03 POM Delivery date: 20/10/2022 Date document issuance: 20/10/2022 Product description: Noncertified CPO Total tonnage: 41.88mt Reference number: H00000951</p> <p>Buyer: FGV Kernel- Semambu Seller: FGVPI Keratong 03 POM Delivery date: 25/11/2022 Date document issuance: 25/11/2022 Product description: CSPK</p>	<p>Complied</p>

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		<p>Total tonnage: 47.66mt Reference number: L00000264</p> <p>Buyer: FGV Kernel Products Sdn Bhd Seller: FGVPI Keratong 03 POM Delivery date: 19/01/2022 Date document issuance: 19/01/2022 Product description: CSPK Total tonnage: 42.26mt Reference number: L0000013</p>	
<p>3.8.9</p>	<p>Outsourcing Activities</p> <p>i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification</p> <p>ii) The mill shall ensure the following:</p> <p>a) The mill has legal ownership of all input material to be included in outsourced processes</p> <p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p>	<p>There was no outsourcing activity involved in the mill. All the activities carried out by own. The product transportation only as per sighted Service Agreement; Date: 1/1/2018 between FGV Transport Services Sdn. Bhd. & FGV Palm Industries Sdn. Bhd. and FGV Trading Sdn. Bhd.</p> <p>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 FGVPI SB 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. This SOP have been given</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>	<p>training to the FGV Trading Sdn Bhd and FGV Transport Sdn Bhd by the HQ level.</p>	
3.8.10	<p>The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.</p>	<p>The management have the contact detail of the FGV Transport Sdn Bhd as per document verification and interviewed.</p>	Complied
3.8.11	<p>The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.</p>	<p>No processing outsource activity involved in FGVPI Keratong 3 POM SCCS except for product transportation only as per sighted Service Agreement; Date: 1/1/2018 between FGV Transport Services Sdn. Bhd. & FGV Palm Industries Sdn. Bhd. and FGV Trading Sdn. Bhd.</p>	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p> <p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p>	<p>i) FFB received has monitored through weighbridge tickets and has been recorded in the MPR systems and summarized in document "Laporan Penerimaan BTS (Metrik Tan) mengikut status pembekal bulan". While CPO, production it has been documented in the document "Laporan Tahunan Kernel ISCC/RSPO/MSPO" and "Laporan Tahunan CPO ISCC/RSPO/MSPO". Verification has been done for period December 2021 until November 2022</p> <p>ii) As stated in the "Prosedur RSPO Supply Chain Certification" (Kilang Sawit Keratong 3) dated 07/01/2021 reference number FGV/GSD-SCCD-SOP/007 clause 6.9, stated that all records need to maintain minimum 2 years. There is evidence of compliance base on Sample has been taken for period 2020 and 2021.</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>iii) FGVPI Keratong 3 POM operated under Mass balance module</p> <p>Verification has been done and sighted that RSPO certified FFB, CPO and PK has been recorded in real time basis and there is evidence that deducted from the material accounting system according to conversion ratios</p>																									
<p>3.8.13</p>	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>As per OER and KER of mill productions for the year 2020 - 2022 the figure was as following:</p> <table border="1" data-bbox="1167 791 1901 1262"> <thead> <tr> <th>Description</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>FFB Processed (Mt)</td> <td>251,510</td> <td>230,030</td> <td>202,020</td> </tr> <tr> <td>OER (%)</td> <td>20.35</td> <td>20.53</td> <td>20.30</td> </tr> <tr> <td>CPO Produced (Mt)</td> <td>51,181.52</td> <td>47,230.10</td> <td>41,002.69</td> </tr> <tr> <td>KER (%)</td> <td>5.00</td> <td>5.00</td> <td>5.10</td> </tr> <tr> <td>PK Produced (Mt)</td> <td>12,568.93</td> <td>11,503.12</td> <td>10,302.31</td> </tr> </tbody> </table>	Description	2020	2021	2022	FFB Processed (Mt)	251,510	230,030	202,020	OER (%)	20.35	20.53	20.30	CPO Produced (Mt)	51,181.52	47,230.10	41,002.69	KER (%)	5.00	5.00	5.10	PK Produced (Mt)	12,568.93	11,503.12	10,302.31	<p>Complied</p>
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3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	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.	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	Keratong 3 Pom was under module Mass Balance where there are 90.86% the FFB was from FELDA. Keratong 3 POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>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 below:-</p> <p>TR-a5a9f49d-8bb5 billing date: 30/03/2022 Shipping Date: 28/04/2022</p> <p>TR-c0f12028-670a billing date: 20/1/2022 Shipping date: 14/03/2022</p>	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			

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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 Keratong 3 POM and verified through document and site review (notice board, business card, shipping documentation, procurement/purchasing document and promotional material etc.	Complied
4.2	In corporate communications a member is allowed to: a. Display its RSPO membership status b. Display the RSPO web address (www.rspo.org) c. State that the member supports the work of the RSPO d. State the member's history with regard to the RSPO. e. Use the RSPO trademark to promote its membership of the RSPO. 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.	No off -product claim made by Keratong 3 POM as to date.	Complied
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 Keratong 3 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 Keratong 3 POM as to date.	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 evidence of RSPO corporate logo used by Keratong 3 POM and verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc).	Complied
Business to business communications			

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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 shipping documents (i.e. weighbridge tickets, delivery order), the name of product/commodity with SCC model (e.g. PK MB) and RSPO certificate number; RSPO 693213.	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, 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. b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.	Keratong 3 POM is not under distributor or wholesaler category. Thus, this requirement is not applicable.	Not Applicable
Business to consumer communication			
6.1	Only RSPO members that have supply chain certification are allowed to make business to consumer claims about the certified sustainable oil palm products contained within product(s), which are known as 'product-specific' claims. Product-specific claims are voluntary.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable
6.2	Only RSPO members who have supply chain certification are authorised to use the RSPO trademark and/or RSPO label, with the exception of RSPO Credits and of retailers in accordance with 6.8 below.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable

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6.3	When on-pack claims on RSPO-certified sustainable oil palm products are used, the RSPO trademark and associated identification number must be present.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable
6.4	Business to consumer communication shall not include information about the claimant's RSPO membership status.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable
6.5	Members shall not communicate to consumers' information about their suppliers' RSPO membership status.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable
6.6	Use of the RSPO trademark is restricted to claims about RSPO-certified sustainable palm oil products and it is not authorised for use in relation to any other ingredient.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable
6.7	Use of any other trademark or logo to highlight the presence of RSPO-certified sustainable oil palm products is an unauthorised product-specific claim.	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable
6.8	RSPO members who are retailers or food service companies can apply for an RSPO trademark license for use in business to consumer communications, provided they can demonstrate the validity of these claims to an RSPO-accredited certification body (CB). This will be undertaken via a remote audit, prior to the trademark use, during which the retailer or food service company will need to demonstrate that the use of the trademark is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain. Any other palm oil claims, including those highlighting the absence of palm oil, must be highlighted to the CB during the audit to ensure that all claims comply with the requirements of these rules. The CB will confirm the outcome of these audits, to be conducted annually, to RSPO who may continue to grant a trademark license or withdraw permission based upon the audit findings. This is in keeping with	Not applicable as no business to consumer communication on product specific claim made Keratong 3 POM and only producing crude and unfinished product.	Not Applicable

	the rules applying to RSPO supply chain certified members. The guidance document for audits is available on www.rspo.org .		
MODULE B – MASS BALANCE SPECIFIC RULES			
Minimum Mass Balance content			
	95% or above of the oil palm content must be RSPO MB-certified.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. No changes from previous audit	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. 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.	Complied
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. 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). 	No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable

	<ul style="list-style-type: none"> 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>Not Applicable</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>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</p>	<p>Complied</p>

	- Critical (Major) compliance -	to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	FGV prohibits any form of harassment in their operation as per the policy above. Interviewed with the workers confirmed that no harassment by the management.	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	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	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. 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	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	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. 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. Besides, grievance reporting channels were published in the company’s website, https://www.fgvholdings.com/whistleblowing/ . The channels	Complied

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		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 Communication : 04/10/2022	
4.2.3	<p>The unit of certification keeps parties to a grievance informed of its progress, including against agreed timeframe and the outcome is available and communicated to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>For FGVPK Keratong 11 Estate, records of complaint have been maintained in log book title "Buku Aduan dan rungutan" and has been maintained since 2018. Latest on 15/01/2022 due to water shortage at workers housing.</p> <p>While for FGVPK Keratong 03 POM, total 2 complaint has been received, details as per below</p> <ul style="list-style-type: none"> a. Dated 25/08/2022, complaint received for damage of gate at the entrance of the POM. It has been responded on 07/09/2022 b. Complaint on faded signboard for FFB pricing. On 20/09/2022 and new LED signboard install on 03/10/2022 <p>There is evidence that all complaints has been responded immediately after the complaint received. It has been confirmed through interview with the workers itself.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator.</p> <p>- Minor compliance -</p>	<p>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to the headquarters, the complaint can be escalated to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia or Panel Aduan Persijilan Kelestarian (RSPO or MSPO) as a solution</p>	Complied
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			

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4.3.1	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p>Contribution has been made by both operating units in year 2021 and 2022 and there is evidence with consultation with 3rd parties. Sample as per below</p> <ul style="list-style-type: none"> a. Request to use POM van for student for study tours from Sekolah Agama Rakyat (F) Keratong 3, 26900, Bandar Tun Razak b. Request to use van from Keratong 03 hockey club for hockey tournament in Kuantan c. Contribution to Masjid An Nur Felda Keratong 03 for Majlis Buka Puasa d. Donation to Palestine Aid through to Masjid An Nur Felda Keratong 03 	Complied
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	<p>(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free, Prior and Informed Consent (FPIC) process. Documents Related to the history of land tenure and the actual legal or customary use of the land are available.</p> <p>- Critical (Major) compliance -</p>	<p>There is no customary right in Keratong POM as the land is belong to FGV Palm Industries Sdn Bhd. This has verified through the land title # 3693, Lot No.: PT 8122 for the usage of palm oil factory. Keratong 11 Estate was leased to FGV for Oil Palm Plantation activities from FELDA. Tenancy Agreement dated 06/01/2012 and 21/01/2012 which commenced on 01/01/2012 between FELDA and FGV and the agreement will further renew every 3 years up to total 99 years was sighted for Keratong 11 Estate. Seen the land titles as below:</p> <ul style="list-style-type: none"> 1. Land title# 3649, Lot No.: PT 8142, 628.7 ha 2. Land title# 3648, Lot No.: PT 8141, 567.7 ha 	Complied
4.4.2	<p>Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:</p>	<p>There is no customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was</p>	Complied

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		verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	
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 customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	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 customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	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 customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	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 customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied

4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	There is no customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.5	(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. - Critical (Major) compliance -	There is no customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	There is no customary right in Keratong POM and Keratong 11 Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
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.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.	Complied
4.5.2	(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. - Critical (Major) compliance -	There was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.	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 was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.</p>	Complied
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	<p>There was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.</p>	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	<p>There was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.</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 was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.</p>	Complied
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 was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.</p>	Complied

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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 was no new planting in FGVPM Keratong 11 Estate and FGVPI Keratong 3 POM. There was no acquisition of new land sighted.</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>Refer to Indicator 4.6.1.</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. Trenches and fencing 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>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. Trenches and fencing were available to demarcate the boundary of land between the neighbouring stakeholders.</p>	Complied

<p>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.</p>			
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>Refer to Indicator 4.7.1.</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 is no customary right land in FGVP M Keratong 11 Estate. 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 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>There is no customary right land in FGVP M Keratong 11 Estate. Therefore, the clause is not applicable.</p>	Not Applicable

	- Minor compliance -		
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>	There is no customary right land in FGVPM Keratong 11 Estate. Therefore, the clause is not applicable.	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>	There is no customary right land in FGVPM Keratong 11 Estate. Therefore, the clause is not applicable.	Not Applicable
4.8.4	<p>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).</p> <p>- Minor compliance -</p>	There is no customary right land in FGVPM Keratong 11 Estate. 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	<p>Current and previous period prices paid for FFB are publicly available and accessible by smallholders.</p> <p>- Minor compliance -</p>	There is evidence that current and previous period prices paid for FFB are publicly available at weighbridge stations. Mentioned in the notice board price for today and previous day (30/11/2022 and 01/12/2022). There is also evidence that the pricing has been accessible to all smallholders.	Complied

5.1.2	<p>(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 -</p>	<p>Communication of the FFB pricing has been done during Jawatankuasa permuafakatan, produktiviti dan kualiti (JPPK), latest on 15/07/2022 and 10/06/2022</p>	Complied
5.1.3	<p>(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 -</p>	<p>There is evidence that fair pricing has been calculate based on CPO price by MPOB and calculation of the FFB prices has been documented and sighted. As per interview confirm that FFB supplier agreed and understand regards to FFB pricing.</p>	Complied
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. - Critical (Major) compliance -</p>	<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 parties.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -</p>	<p>Contract agreement sighted for FFB supplier a. Bakti Mas Bina Sdn Bhd agreement number 001 b. Eng Huat Latex Concentrate agreement number 002 Stated in the agreement, agreed timeframe and there is also evidence that the contract is legal, fair and transparent.</p>	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. - Critical (Major) compliance -</p>	<p>The invoices and payment records for the third-party FFB suppliers were sighted and verified. There is evidence that payments has been done before 15th every month. Sample of 2 FFB supplier taken a. Bakti Mas Bina Sdn Bhd agreement number 001 Eng Huat Latex Concentrate agreement number 002</p>	Complied

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5.1.7	Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government). - Minor compliance -	Weighbridge calibration has been done for both weighbridge on 03/10/2022 and 08/12/2022 serial number D095711 and D063399	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. - Minor compliance -	As for the day of audit, there is no smallholder with RSPO certification.	Complied
5.1.9	(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner. - Critical (Major) compliance -	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	The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023.	Complied
5.2.2	The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS). - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023.	Complied

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5.2.3	Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production. - Minor compliance -	Smallholder support program has been established under the sustainability and certification department, Mr Noor Hadi. For FGVPI Belitong POM is under region 05 has been planned for consultation in March 8-10, 2023.	Complied
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	Schemed smallholder under FELDA is the only smallholder that supply to FGVPI Belitong POM while the others is collection centre.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Not applicable since consultation for smallholders has been planned in March 8-10, 2023.	Not Applicable
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. Briefing	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.	Complied

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6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<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.</p>	Complied
6.1.4	<p>Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women.</p> <p>- Minor compliance -</p>	<p>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.</p>	Complied
6.1.5	<p>(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women.</p> <p>- Critical (Major) compliance -</p>	<p>Gender committee for FGVPM Keratong 02 Estate has been established and minutes meeting sighted latest conducted on 25/02/2022 with attendance of all female workers and staff. While for FGVPI Keratong 03 POM, gender comitte meeting has been conducted under Kelab Keluarga DayaBudi on 19/08/2022 with attendance of all female staff and workers spouse.</p> <p>Issues that has been discussed during the meeting is communication of the policy, appointment of new committee ,explanation on sexual harassment and planning for gender committee activities.</p>	Complied
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>The female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs. Reviewed payslips in FGVPM Keratong 11 Estate and FGVPI Keratong 03 POM which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male.</p>	Complied

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	<p>(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand.</p> <p>- Critical (Major) compliance -</p>	<p>Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG.No: 025/2020. Latest collective agreement still under discussion between both parties.</p> <p>All operating units commit to comply with employment Act 1955 and minimum wages order 2022 where has outline the pays and conditions of each worker. For estates under FGVAS, the management has established manual for wages rate in the document Manual Panduan Kadar Upah Kerja Bil 08/0222, Pekerja operasi ladang effective date on 01/05/2022.</p> <p>While for FGV Plantation (Malaysia) Sdn Bhd, sighted memo dated 20/05/2022 from chief executive officer document number (18) 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>	Complied
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on</p>	<p>FGVPM Keratong 11 Estate and FGVPI Keratong 03 POM , there is 16 workers who origin from Indonesia and Bangladesh and latest recruitment is in 2022. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number</p>	Complied

	<p>compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outline in the employment contract. and sample of pay slips taken for March, June, and September 2022. Wages for each workers has been monitored through check roll document title "Cekroll Tenaga Kerja Luar FGV Agri Services Sdn Bhd" on weekly basis and summarized monthly in the document "Productiviti Kerja Bulanan"</p>	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>For all operating, stated in the employment contract working hours, deduction, overtime and leave entitlement. Mentioned in the employment contract that entitlement of leave is depending of length of services. For workers less than 2 years services, entitled 14 days of sick leave and 8 days of annual leave. Highlighted in the contract reasons for dismissal, period of notice and other legal labour requirements.</p>	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>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. Seen the record of inspection from December 2021 to October 2022.</p> <p>Supervisor of FGVPM Keratong 11 Estate and FGVPI Keratong 03 POM has conducted weekly linesite inspection by using Borang Pemeriksaan Asrama Pekerja. Site visit to the housing facilities found in satisfactory condition. Interviewed with workers confirmed that no issue on housing facilities during the time of audit.</p> <p>FGVPI Keratong 03 POM has carried out weekly linesite inspection by using Senarai Semak Kebersihan Rumah Petugas by Assistant Manager. No issue was sighted.</p> <p>Major Non conformities</p> <p>During site visit at line site, it was found the blockage of the perimeter drain with sand from erosion and grassy with weed. As per latest Line</p>	Non-compliance

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		site inspection (Senarai Semak Aktiviti Naziran Penginapan Ladang Mingguan) dated 31/10/2022, no issue on the perimeter drain. The result shows not reflective from the current condition. As per regulation Employees Minimum Standards Of Housing, Accommodation and Amenities Act 1990 (February 2021) 23. (1) It shall be the duty of the employer of a place of employment where employees and their dependents are provided with housing accommodation to ensure that— (b) the perimeter drains around each dwelling or block of dwellings including all outlet drains are kept in a good state of repair and clear of refuse or undergrowth to permit free flow of water	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	Location of mill and estate was nearby 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	Complied
6.2.6	A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE 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	Belitong Complex has established the prevailing wage calculation to include all the in-kind benefits provided to the workers. 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.	Complied

<p>calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>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>		
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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>For FGVPM Keratong 11 Estate, Total 16 workers has been sampled is recruited permanently and there is only 2 contractor workers which is for FFB transport. As in interview with the representative, all the workers is permanent.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognises and respects employees' right to freedom of association and to collective bargaining. Communication of the freedom of association policy has been done to all the workers.</p> <p>Communication of the policy has been done on 10/11/2022 for FGVPI Keratong 03 POM, 31/03/2022 for FGVPM Keratong 11 Estate.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Workers Committee meeting was last conducted on 20/04/2022 in FGVPM Keratong 11 Estate while for FGVPI Keratong 03 POM in 09/06/2022 as Kesatuan FPISB to discuss welfare issues of the workers. Meeting minutes was available, and issues raised were recorded in the meeting minutes.</p>	Complied
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>There is evidence that election has been done at FGVPM Bukit Tongkat B Estate on 26/12/2021 as mechanism to appoint workers representative. Proper documentation sighted. While for FGVPI Keratong 03 POM, appointment of workers representative has been done by Persatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd. Interview with the workers confirmed that the management did not interfere with election and selection of 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. The contractors have signed on the SCOC where under Clause 3.2 has outlined that they shall not employ child labour under age of 18.</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 company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</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 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>	Complied
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>Communication of the policy has been done during the muster call briefing for all workers in all operating units. Communication of the policy has been done on 10/11/2022 for FGVPI Keratong 03 POM, 31/03/2022 for FGVPM Keratong 11 Estate. While for stakeholders,</p>	Complied

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	- Minor compliance -	communication on the policy has been done through email and letter dated February 2022.	
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical, sexual, psychological, or verbal. Communication of the policy has been done on 10/11/2022 for FGVPI Keratong 03 POM, 31/03/2022 for FGVPM Keratong 11 Estate.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>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. Communication of the policy has been done on 10/11/2022 for FGVPI Keratong 03 POM, 31/03/2022 for FGVPM Keratong 11 Estate.</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><u>FGVPM Keratong 11 Estate</u></p> <p>New mother assessment has been done for 1 female worker which works as office clerk. The assessment has been done on 01/07/2022 by gender committee representative and approved by the estate manager.</p>	Complied

		<p><u>FGVPI Keratong 3 POM</u></p> <p>Female workers declaration has been done on monthly basis where there 3 female workers working in FGVPI Keratong 03 POM. There is no pregnant workers.</p>	
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 has established 'Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-Pr14 dated 01/06/2016. The objective of the procedure is to establish a mechanism to handle sexual harassment, discrimination, violence cases reported in the area. Channel of complaint lodge has outlined in the procedure such as verbal and written. The appointed committee need to forward the complaint to Regional Gender Committee within 1 week from the date of complain received. If the case is unresolved, the committee will forward the case to Talian Nur (Kementerian Pembangunan Wanita, Keluarga & Masyarakat) through 15999. The management will protect the identity of the complainant if they wish not to reveal.</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> <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 	<p>Sample of employment contracts for checkroll foreign workers has clearly stated the passport is responsible to keep and protect their own passport; FGV will bare all recruitment fees such as medical, transportation from airport to Malaysia, visa as stated in the Communications Pack which will briefed to the candidates during pre-employment process in home country and agreement with the agent in source country; Workers have signed agreement in home country where the terms and conditions are identical without any contract substitution; overtime is based on request of workers and as per FGV's policy, developed Overtime Policy (Policy No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020) to comply with the Employment Act 1955; there is no debt and wages withholding through interviewed with the</p>	Complied

	<ul style="list-style-type: none"> • Withholding of wages - Critical (Major) compliance - 	workers; and workers can terminate the contract with 30 days of notice period without any penalty of termination.	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>FGV Group has developed Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019. The guidelines are adopted the principles embedded in the Group Sustainability Policy including non-discrimination, respect for human rights and labour rights as well as health and safety. Workers will be signed on the contract of employment and that is non-transferable to other workers and cannot be substituted. The appointed recruitment agent in the source country shall bear all the costs during recruitment process. Workers will undergo orientation program and briefed on their rights, terms and conditions in the contract of employment and relevant labour and immigration laws. All necessities and accommodation will be provided to the workers in accordance with the legal requirements and standards to ensure decent living conditions for workers.</p>	Complied
<p>Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.</p>			
6.7.1	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<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 Keratong 11 Estate The Estate Manager, Mr. Kadarusman Bin Tumin (03)HSE/FGVPM/WIL Muadzam/2022 is appointed as the Chairman of the ESH committee via letter signed by the Regional Controller dated 10/01/2022.</p>	Complied

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		<p>OSH Meeting conducted quarterly, the record was on 04/2022 dated 10/11/2022, 03/2022 dated 24/08/2022 and 02/2022 and 19/05/2022.</p> <p>FGVPISB Keratong 03 POM The Mill Manager, Mr. Mohd Nazri Bin Ab Rahman is appointed as the Chairman of the ESH committee via letter signed by the Regional Controller dated 15/02/2022 (50)4110/PZ2/840B/1.</p> <p>OSH Meeting conducted quarterly, the record was on 03/2022 dated 19/09/2022 and previously was on 02/2022 dated 20/06/2022.</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>FGVPSIB Keratong 3 POM First Aid training dated 10/06/2022 trained by Mohamad Sani. (medical Xcel Training dated 17&18/1/2020 JKPP 8 in FGVPSIB Keratong 3 POM referred JKPP 8/94376/2021 dated 05/01/2022. 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 Keratong 11 estate The JKPP 8 in estate was available (JKKP8/100857/2021) dated 13/01/2022. There are 2 accident record in this estate. Annual & Baseline Audiometric Testing Report 2022 already been conducted for FGV Keratong 11 estate dated 01/04/2022 at Klinik Syed</p>	Complied

		<p>Badaruddin Sdn Bhd. From the report the grader needs for personal Hearing protector with NRR at least 17dB.</p> <p>First aid training already conducted on 21/10/2022, training by Medical assistant FGV Selendang 03. There are 40 person have been attend during this training included from FGVPK Keratong 11 estate.</p>															
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>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	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Occupational Injuries were recorded using the Lost Time Accident metrics as below:</p> <table border="1" data-bbox="1122 1094 1910 1396"> <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 Keratong 3 POM</td> <td>2</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Operating Unit	2021		2022		Cases	Days	Cases	Days	FGVPISB Keratong 3 POM	2	0	0	0	Complied
Operating Unit	2021			2022													
	Cases	Days	Cases	Days													
FGVPISB Keratong 3 POM	2	0	0	0													

		FGVPM Keratong 11 Estate	2	47	1	3		
Principle 7: Protect, conserve and enhance ecosystems and the environment								
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.								
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>Keratong 11 Estate continued to monitor the Implementation of Integrated Pest Management (IPM) plans.</p> <ul style="list-style-type: none"> a) The estate had in place documented the IPM plan which covered monitoring of pest, control of pest population levels at below threshold levels by using cultural, biological, physical/mechanical and use of pesticides. The plan was guided by SOP dated Dec 2016 index no 17.10 beneficial plant protocol. b) In order to minimize use of insecticides on leaf-eating pest, the estates planted beneficial plants such as <i>Turnera subulata</i>, <i>Cassia cobanensis</i>, <i>Antigonon leptopus</i>, along the roadsides and designated points in the fields and also within the nursery perimeter. c) The plan also advocated single layer EFB mulching in order to prevent the breeding of rhinoceros beetles. Monthly detection and observation of leaf eating pests, mammalian pests and diseases had been continued. These monthly detection and observations were carried by staff. d) All the estates carried census on rat damage and diseases like Ganoderma. Rat baiting was by calendar baiting at 2 campaigns per year where recommended by the PC /Agronomist. Baiting are continued until bait acceptance threshold level. 						Complied

7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>This is not practiced in the estates visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM. The estates have declared this compliance in the status of IPM species invasiveness.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There was no land preparation in estates by burning ever since FGV practiced zero burning as specified in Item 5.3.6 on NO OPEN BURNING/USE OF FIRE sign by Board of Directors dated 17/11/2020.</p> <p>As advocated, Keratong 11 Estate practiced zero burning. In the replants visited during the audit in the estate, it was evident that all palms were felled, shredded, windrowed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate. No fire was used for waste disposal.</p>	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Justification of the use of pesticides had been documented. The use of selective products that are specific to the targeted pest, weed or disease had been defined in</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit Lestari Edisi 3 <ul style="list-style-type: none"> - Prosedure Kerja Selamat b) Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>The Manual had included a chemical register list which indicated the purpose of usage (intended target), hazards signage, trade and generic names. The Estate had maintained chemical registers and</p>	Complied

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		<p>were up dated periodically. The registers were updated on June 2022. The chemical used in the estate among others as listed below;</p> <table border="1" data-bbox="1133 475 1877 810"> <thead> <tr> <th></th> <th>Chemical name</th> <th>Class</th> <th></th> <th>Chemical name</th> <th>Class</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Glyphosate iso p/amine</td> <td>III</td> <td>6</td> <td>Cypermethrin</td> <td>III</td> </tr> <tr> <td>2</td> <td>Sodium chlorate</td> <td>III</td> <td>7</td> <td>Tric butoxy ester</td> <td>III</td> </tr> <tr> <td>3</td> <td>Glufosinate ammonium</td> <td>III</td> <td>8</td> <td>Canyon 20G</td> <td>IV</td> </tr> <tr> <td>4</td> <td>Triclopyr butoxy</td> <td>III</td> <td>9</td> <td>Indaziflam</td> <td>III</td> </tr> <tr> <td>5</td> <td>Metsulfuron methy 20%</td> <td>III</td> <td>10</td> <td>Bayfolan</td> <td>III</td> </tr> </tbody> </table> <p>The justification of agrochemicals use is available in the Oil Palm circulars, SOP, and Manual Lestari to justify the usage of certain chemical for respective treatment. The justification is also described in the agronomist report.</p>		Chemical name	Class		Chemical name	Class	1	Glyphosate iso p/amine	III	6	Cypermethrin	III	2	Sodium chlorate	III	7	Tric butoxy ester	III	3	Glufosinate ammonium	III	8	Canyon 20G	IV	4	Triclopyr butoxy	III	9	Indaziflam	III	5	Metsulfuron methy 20%	III	10	Bayfolan	III	
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7.2.2	<p>(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 -</p>	<p>The estate had records to show the types of pesticides used with active ingredients and their LD50 and where these pesticides had been used, the total quantity, number of applications and active ingredients (ai) per ha.</p> <p>a) Pesticides are used only when justified and areas used are recorded in bin cards, program sheets, chemical register, field-cost books and in progress reports. Records of pesticides used were available and verified.</p> <p>b) All pesticides used were those officially registered under the Pesticide Act 1974. The CU had used only class II ,class III & class IV pesticides.</p> <p>c) No illegal agrochemicals (stated by local and international laws) in</p>	Complied																																				

		<p>particular paraquat were used in their estates.</p> <p>Variation of chemical usage are attributed to sizes of immature areas, rainfall pattern and the regeneration growth of weeds in different type of soil series.</p>	
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>Keratong 11 Estate continued to apply pesticides by proven methods that minimise risk and impacts. Application of pesticides was based on and guided by the following documents:</p> <ul style="list-style-type: none"> a) CHRA b) MSDS/SDS supplied by the manufacturer c) OPC Manual d) Safe work procedure Manual 	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>The estate is committed to minimize the usage of agrochemicals by implementing IPM with the increased in the planting of beneficial plants such as <i>Tunera subulata</i>, <i>Cassia cobanensis</i> and <i>Antigonon leptopus</i>. Blanket spraying is also not practiced by the estate and soft grasses were maintained in the field. It had also been the practice that insecticides and rat baits are used only after a threshold level has been exceeded as per the</p> <ul style="list-style-type: none"> c) Manual Ladang Sawit Lestari Edisi 3 - 01/09/2013 <ul style="list-style-type: none"> - Prosedure Kerja Selamat d) Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia 	Complied

		The chemicals used for the estate are as provided in the SOP, Manuals and where necessary by the RC/Agronomist during visits.																																					
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> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>Keratong 11 Estate confined usage of pesticides which are were officially registered under the Pesticides Act 1974 (Act 149) and the relevant provision (Section 53A) and in accordance with USECHH Regulations 2000.</p> <ul style="list-style-type: none"> a) The review of the chemical register concluded that all pesticides used were of class II, III & class IV. The use of paraquat had been prohibited in all FGV estates. b) There was no evidence of pesticides that are categorized as World Health Organization Class 1A or 1B, or that were listed by the Stockholm or Rotterdam Conventions been used. c) Sighted from records and interviews with workers, staff and estate assistants, concluded that training were held with all precautions being taken and all legal requirements met. Register was updated on 01/06/2022. <p>The chemical used in the estates among others as listed below;</p> <table border="1" data-bbox="1137 1034 1868 1362"> <thead> <tr> <th></th> <th>Chemical name</th> <th>Class</th> <th></th> <th>Chemical name</th> <th>Class</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Glyphosate iso p/amine</td> <td>III</td> <td>6</td> <td>Cypermethrin</td> <td>III</td> </tr> <tr> <td>2</td> <td>Sodium chlorate</td> <td>III</td> <td>7</td> <td>Tric butoxy ester</td> <td>III</td> </tr> <tr> <td>3</td> <td>Glufosinate ammonium</td> <td>III</td> <td>8</td> <td>Canyon 20G</td> <td>IV</td> </tr> <tr> <td>4</td> <td>Triclopyr butoxy</td> <td>III</td> <td>9</td> <td>Indaziflam</td> <td>III</td> </tr> <tr> <td>5</td> <td>Metsulfuron methy 20%</td> <td>III</td> <td>10</td> <td>Bayfolan</td> <td>III</td> </tr> </tbody> </table>		Chemical name	Class		Chemical name	Class	1	Glyphosate iso p/amine	III	6	Cypermethrin	III	2	Sodium chlorate	III	7	Tric butoxy ester	III	3	Glufosinate ammonium	III	8	Canyon 20G	IV	4	Triclopyr butoxy	III	9	Indaziflam	III	5	Metsulfuron methy 20%	III	10	Bayfolan	III	Complied
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<p>7.2.6</p>	<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. - Critical (Major) compliance -</p>	<p>Records showed that pesticides were handled, used and applied by trained persons and as per the SDS of the product.</p> <p>a) The staff and workers such as the storekeepers, sprayers, fertilizer and rat bait workers were trained and they had understood the hazards involved and how the chemicals should be handled in a safe method.</p> <p>b) The trade and generic names of the chemicals were made known to the workers through the SDS training. SDS was also displayed at all storage areas as observed during the audit.</p> <p>c) The training included the safety aspects and usage of PPE when handling with pesticides. All workers involved in pesticide application were provided with appropriate PPE and replaced when worn-out. PPE issuance & replacement records were verified by the auditors. Training in relation to pesticides & chemical handling among others as shown below.</p> <table border="1" data-bbox="1196 874 1854 1332"> <thead> <tr> <th></th> <th>Keratong 11 Estate - Subject</th> <th>Date</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Company Policies Briefing</td> <td>18/01/21</td> <td>06/10/22</td> </tr> <tr> <td>2</td> <td>PPE adherence - Spraying</td> <td>09/09/21</td> <td>26/01/22</td> </tr> <tr> <td>3</td> <td>Fertilizer application</td> <td>16/09/20</td> <td>19/01/22</td> </tr> <tr> <td>4</td> <td>Chemical spillage ERP</td> <td>28/10/21</td> <td>-</td> </tr> <tr> <td>5</td> <td>Chemical spraying</td> <td>27/08/21</td> <td>17/02/22</td> </tr> <tr> <td>6</td> <td>Safety / Sustainability SOP</td> <td>14/02/22</td> <td>31/03/22</td> </tr> </tbody> </table>		Keratong 11 Estate - Subject	Date	Date	1	Company Policies Briefing	18/01/21	06/10/22	2	PPE adherence - Spraying	09/09/21	26/01/22	3	Fertilizer application	16/09/20	19/01/22	4	Chemical spillage ERP	28/10/21	-	5	Chemical spraying	27/08/21	17/02/22	6	Safety / Sustainability SOP	14/02/22	31/03/22	<p>Complied</p>
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7	Spraying P& D	27/05/2 1	-				
7.2.7	<p data-bbox="235 925 1097 989">(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p data-bbox="235 997 593 1037">- Critical (Major) compliance -</p>	<p data-bbox="1120 925 1948 1013">The chemical stores in the estate were found to be in compliance with the Occupational Safety and Health Act 1994 (Act 514) as well as in the Pesticides Act 1974 (Act 149).</p> <ul data-bbox="1164 1021 1948 1212" style="list-style-type: none"> a) Records of purchase, storage and use were maintained. b) All store buildings were equipped with exhaust fans with the door secured. c) Only authorized personnel are assigned to handle the chemicals. d) All the chemicals were segregated in storage accordingly. <p data-bbox="1120 1220 1948 1316">Empty pesticides containers were triple rinsed, holes punched and stored separately in the scheduled wastes store. Disposal are made together with the scheduled waste disposal under SW410.</p>	Complied				

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7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>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 current practice for both mill (Kualiti Alam Sdn Bhd) and estate (centralised in Selendang Estate) is delivery as SW 410 to the licensed buyer. No containers being used for other purpose in the estates with the exception that some empty chemical containers were recycled for premixing pesticides for onward delivery to field.</p>	Complied
7.2.9	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>Aerial application of agrochemicals is not practiced in FGV estates in the CU. This is confirmed through observation during the site visit, estate complex and interview with the employees. Such method is no longer in existence in the estates practices.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>Medical surveillance for FGV PISB Keratong 3 POM conducted on 21/11/2022. This surveillance conducted by MZ Enviro Testing & Consulting with total 19 workers involves during this annual exercise involving exposures to chemical listed in USECHH 2000 scheduled 6 namely n-Hexane. The result still pending with the consultant. Previously conducted on 10/12/2022 for 5 workers and all fit to work with chemical.</p> <p>Health Surveillance Report prepared by Klinik Segamat, the total workers involve was 10 person and the result showed all fit to work with chemical. This report conducted on 04/11/2022 was followed as per CHRA JKKP HIE 127/171/2(8)-2018/013.</p>	Complied

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>Both the estate and mill in the CU complied with procedure and guidelines provided in the Polisi Pengendalian Racun Perosak Bertoksik Tinggi signed by the CEO dated 05.11.2021 whereby no work with pesticides is given to pregnant or breast-feeding women. Tidak dibenarkan pekerja wanita yang MENGANDUNG / MENYUSUKAN anak membuat kerja-kerja penyemburan).</p> <p>The estate maintained the list of sprayers. Identification of pregnancy status is made by the respective appointed Medical Assistant during the monthly check-up. Field interviews with the lady workers confirmed that such a regulation is a standard practice in the estates and in compliance. The mill issued letter to all ladies employees on the prohibition of pregnant personnel to handle chemical dated 02/01/2021 Reminders being made via daily muster briefing and ad hoc supervision at site.</p>	Complied
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Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.

7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>FGV Keratong 03 Mill and Keratong 11 Estate had identified all wastes and sources of pollution. The Waste Management Action Plan 2022 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below;</p> <table border="1" data-bbox="1122 1118 1906 1391"> <thead> <tr> <th></th> <th>Receptor</th> <th>Sources</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification</td> </tr> </tbody> </table>		Receptor	Sources	1	Air	Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)-GHG	2	Water	Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification	Complied
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		waste) & boiler quenching water and blow down	
3	Land	Scheduled waste, domestic waste and industrial/process waste.	
<p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2022 reviewed annually. The waste generated from the mill/estates operations as shown below:</p>			
	Type of waste	Details	
1	Scheduled waste	Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries	
2	Domestic waste	rubbish from the mill/estate complex and employees' quarters	
3	Industrial waste	Fiber, palm kernel shell, boiler ash, scrap iron	
4	Sewage	Sewage from housing/office complex	
<p>The pollution identified from the mill/estate activities:</p>			
	Type of waste	Details	
1	Black smoke	Emission from Boilers/vehicles/engines	
2	Odor & gases	Activities from the effluent treatment	
3	Leakage of lubricant	Storage & vehicle maintenance	

<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>FGV POM and the estate had established SOP for chemical handling. The SOP of handling of chemicals is available in the following document</p> <p>Manual Ladang Sawit Lestari Edisi 3 - 01/09/2017</p> <p>Prosedure Kerja Selamat</p> <p>Manual Sustainability</p> <p>Prosedur Kerja Selamat</p> <p>Prosedur membancuh Racun di PREMIX</p> <p>Pengendalian Bahan Kimia</p> <p>Pengurusan Bahan Buangan</p> <p>Management and disposal of waste water 2022 has been established compiled by Assistant Engineer/Assistants/Staff.</p> <p>Waste Management Plan 2021 has been established prepared by SCCD and verified by the Assistant Engineer/Assistants/Manager.</p> <p>Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner.</p> <p>Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal. The CU scheduled waste is disposed to Kualiti Alam Sdn Bhd registered with DOE.</p>	<p>Complied</p>
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Mill	Date	SW 305	SW 409	SW410	SW306	SW408
KPOM	28/9/20	0.640	-	0.220	-	-
KPOM	17/12/21	0.200	-	0.065	-	0.003
K11E	18/11/19	0.020	0.110	-	-	-
K11E	26/11/20	0.028	0.064	-	0.014	-
K11E	26/08/22	-	0.125	-	-	-

Delay in view of change of pricing factor the KPOM retendered SW collection to Kualiti Alam Sdn Bhd via letter dated 27/10/21. Date of generation 30/3/2021 for SW 305/SW410 & SW 408 hence the wide interval of disposal. Date of generation in July 2022 hence next despatch is due in Dec 2022. This was minuted in the EPMC meeting dated 29/09/2022.

The estate delivers the SW to a centralized centre at FGV Selendang Estate for onward despatch to Kualiti Alam Sdn Bhd. DOE approval letter dated 30/10/2019 was sighted and verified.

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		<p>Engine waste oil for estates lorries and tractors were serviced and disposed to M/s Sam Hin Motors Enterprise Sdn Bhd (service dated 20/01/22 and and M/s Sin Heap Seng Auto Service (service dated 18/02/22) respectively. The onward delivery was made to Greenverse Sdn Bhd. Consignment dated 06/12/2020 no 2020120621KWN6DC was shown as evidence.</p> <p>Domestic waste for the operating units in CU was disposed as follows;</p> <table border="1" data-bbox="1176 678 1832 893"> <thead> <tr> <th>Estate</th> <th>Landfill site</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>KPOM</td> <td>FELDA Keratong 03</td> <td>Collection 2/3 x week</td> </tr> <tr> <td>KE 11</td> <td>FGV Blk 06 PM00A</td> <td>Collection 2/3 x week</td> </tr> </tbody> </table> <p>The requirement is established and in compliance. The procedure documented under this subject under Perlupusan Sisa Domestik. Document dated 01.06.2016. The procedure has detailed the definition of solid waste. The types of solid wastes has been categorized as follows;</p> <ul style="list-style-type: none"> a) Sisa pepejal komersial / pembinaan b) Sisa pepejal isi rumah / perindustrian. c) Sisa pepejal keinstitusian d) Sisa pepejal import / awam. <p>In addition there are 'Pelan Pengurusan Domestik Dan Bahan Buangan Tahun 2022. In this plan activities as scheduled are monitored with the date/month recorded. This was sighted and verified. Both landfill sites have signboard displayed and properly demarcated. The area is</p>	Estate	Landfill site	Remarks	KPOM	FELDA Keratong 03	Collection 2/3 x week	KE 11	FGV Blk 06 PM00A	Collection 2/3 x week	
Estate	Landfill site	Remarks										
KPOM	FELDA Keratong 03	Collection 2/3 x week										
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		<p>sufficiently distant from habitation and water contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p> <p>The estate also identified the types of domestic waste;</p> <ul style="list-style-type: none"> a) Sisa baki (Home domestic) b) Sisa pukal e.g. old furnitures, electrical appliances. c) Sisa kitar semula (Recycled). <p>Inside the Management Plan the estate has included among others.</p> <ul style="list-style-type: none"> a) Identification of scheduled waste/ domestic waste. b) Process dispose domestic waste to the estate landfill. <p>The estate also maintained records of source identification source and type of scheduled waste.</p>	
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 Environmental Policy dated 05/11/2021 signed by the Group CEO and also included in the following guidelines;</p> <p>Manual Ladang Sawit Lestari Edisi 3 - 01/09/2017</p> <ul style="list-style-type: none"> - Prosedure Kerja Selamat <p>Manual Sustainability</p> <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia - Penyediaan tanah tanam semula 	Complied

		<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. Keratong 11 Estate had replanting program spanned over the forthcoming years as shown in 3.1.2. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	
<p>Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.</p>			
<p>7.4.1</p>	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -</p>	<p>The CU 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> <ul style="list-style-type: none"> a) FGV Agriculture Manual <ul style="list-style-type: none"> - Manual Ladang Sawit Lestari Edisi 3 - 01/09/2017 - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia b) Pictorial Safety Standards and Security Guidelines (PSS). c) Laboratory Process Control Manual 	<p>Complied</p>

		<p>Keratong 03 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 13/10/2020 b) Prosedur Kerja Selamat review dated 14/05/2022 c) Manual Alam Sekitar EMS d) Laboratory Process Control Manual <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilisation, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, despatches etc.</p> <p>All the estate 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 and training. b) The Manuals are kept in the main office for references of employees particularly for the supervisory personnel. 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. d) Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment. 	
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7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The internal Agronomist from FELDA Agri Services Sdn Bhd visits estate 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 were carried out in all estates. The latest being:</p> <table border="1" data-bbox="1234 906 1794 975"> <thead> <tr> <th></th> <th>Estate</th> <th>Report Date</th> <th>Report No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>K11E</td> <td>21/02/2022</td> <td>FRF20230086</td> </tr> </tbody> </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" data-bbox="1234 1267 1794 1366"> <thead> <tr> <th></th> <th>Estat e</th> <th>Report No</th> <th>Report Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>K11E</td> <td>21/02/2022</td> <td>FRF20230086</td> </tr> </tbody> </table>		Estate	Report Date	Report No	1	K11E	21/02/2022	FRF20230086		Estat e	Report No	Report Date	1	K11E	21/02/2022	FRF20230086	Complied
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		All foliar and soil sampling & analysis was conducted in FGV Agri Services Sdn Bhd PPTR laboratory.																										
7.4.3	A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers. - Minor compliance -	<p>The following practices are applied in the estate in relation to the nutrient recycling strategy;</p> <p>a) EFB application in designated fields at dosage of 20-40 mt/ha applied in inter rows subject to Agronomist recommendations. The todate progress of application as shown in the below table.</p> <p>b) Cut frond are stacked in between the palms rows left to discompose.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Year</th> <th>Field no</th> <th>Ha</th> <th>Mt</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2022</td> <td>PM18D</td> <td>57.22</td> <td>4.29</td> </tr> <tr> <td>2</td> <td>2022</td> <td>PM08B</td> <td>44.63</td> <td>5.45</td> </tr> <tr> <td>3</td> <td>2022</td> <td>PR21E</td> <td>94.95</td> <td>4.13</td> </tr> <tr> <td>4</td> <td>2022</td> <td>PM00A</td> <td>100.26</td> <td>3.45</td> </tr> </tbody> </table>		Year	Field no	Ha	Mt	1	2022	PM18D	57.22	4.29	2	2022	PM08B	44.63	5.45	3	2022	PR21E	94.95	4.13	4	2022	PM00A	100.26	3.45	Complied
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7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, Fertilizer Application monitoring forms, etc.</p> <p>a) Records of programs and applications of fertilizers were reviewed by the auditors.</p> <p>b) Review of the records revealed that the actual fertilizers applied in 2021/22 was in line with the program.</p>	Complied																									

		<p>c) The following fertilizers were applied in the estates on recommendation by the Agronomist FGVAS among others;</p> <table border="1" data-bbox="1229 475 1809 858"> <thead> <tr> <th></th> <th>Fertilizer</th> <th>Kg/pal m</th> <th>application month</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>NK27</td> <td>3.0</td> <td>Jan / Feb</td> </tr> <tr> <td>2</td> <td>FPM 10</td> <td>2.50</td> <td>Jan/ Feb</td> </tr> <tr> <td>3</td> <td>GML</td> <td>2.00</td> <td>Oct / Nov</td> </tr> <tr> <td>4</td> <td>PMG Mix</td> <td>2.50</td> <td>Sept /Oct</td> </tr> <tr> <td>5</td> <td>MOP</td> <td>1.00</td> <td>Sept/Oct</td> </tr> <tr> <td>6</td> <td>GML</td> <td>1.00</td> <td>Feb</td> </tr> </tbody> </table> <p>The management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring.</p>		Fertilizer	Kg/pal m	application month	1	NK27	3.0	Jan / Feb	2	FPM 10	2.50	Jan/ Feb	3	GML	2.00	Oct / Nov	4	PMG Mix	2.50	Sept /Oct	5	MOP	1.00	Sept/Oct	6	GML	1.00	Feb	
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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. - 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).</p> <table border="1" data-bbox="1189 1300 1733 1399"> <thead> <tr> <th></th> <th>Soil type</th> <th>%</th> <th></th> <th>Soil type</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Beserah</td> <td>8</td> <td>5</td> <td>Jempol</td> <td>4</td> </tr> </tbody> </table>		Soil type	%		Soil type	%	1	Beserah	8	5	Jempol	4	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>Like all FGV Estates, Keratong 11 Estate visited continued to have a management strategy for planting on slopes in order to minimize and control erosion and degradation of soils. The plantings on slopes between 9 and 25 degrees was guided by a Policy is available titled as 'Polisi Perlindungan Dan Penjagaan Alam Sekitar' signed by Pengarah Besar on 15.4.2016. 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. d) To avoid pollution <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. 	Complied																		

		<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, 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. The slope maps were provided by the FELDA Agri Services Sdn Bhd) providing the terrain classification.</p> <table border="1" data-bbox="1189 751 1778 1082"> <thead> <tr> <th></th> <th>Classification / Degree</th> <th>Ha</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0-6</td> <td>134.88</td> <td>11</td> </tr> <tr> <td>2</td> <td>6-12</td> <td>411.06</td> <td>34</td> </tr> <tr> <td>3</td> <td>12-18</td> <td>399.95</td> <td>33</td> </tr> <tr> <td>4</td> <td>18-25</td> <td>190.26</td> <td>16</td> </tr> <tr> <td>5</td> <td>>25</td> <td>62.25</td> <td>5</td> </tr> </tbody> </table>		Classification / Degree	Ha	%	1	0-6	134.88	11	2	6-12	411.06	34	3	12-18	399.95	33	4	18-25	190.26	16	5	>25	62.25	5	
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7.5.3	<p>There is no new planting of oil palm on steep terrain. - Minor compliance -</p>	<p>This compliance being addressed in the Sustainable Policy - "Slope and River Protection" signed by the Pengarah Besar dated May 2018 stating the following among others; "Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".</p>	<p>Choose an item.</p>																								

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	<p>(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.</p> <p>- Critical (Major) compliance -</p>	Soil surveys are made and available in a soil map for Keratong 11 Estate. 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 also for the forthcoming 5 years operations.	Complied
7.6.2	<p>Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices.</p> <p>- Minor compliance -</p>	FGV Group Estates had no planting on areas of more than 25 degree. Plantings on steep slope are either avoided or minimized.	Complied
7.6.3	<p>Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure.</p> <p>- Minor compliance -</p>	Soil surveys are made and available in a soil map at the estate. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. Details as per 7.5.1 and 7.5.2.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	<p>(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate	Complied
7.7.2	<p>Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.</p> <p>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).</p> <p>- Minor compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate	Complied

7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised. - Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estate visited. There was also no new planting in the estate.</p>	Complied
7.7.4	<p>(C) A documented water and ground cover management programme is in place. - Critical (Major) compliance -</p>	<p>The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Costal 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;</p> <ul style="list-style-type: none"> 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 waste water. 	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 Keratong 11 Estate visited nor there is no new planting within.</p>	Complied

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 Keratong 11 Estate visited nor there is no new planting within.</p>	Complied								
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 Keratong 11 Estate visited nor there is no new planting within.</p>	Complied								
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.											
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>The mill water management plan has been established with the recent review made on respectively by the OU. Among others the plan therein has emphasized;</p> <ul style="list-style-type: none"> a) rain water harvesting for cleaning purposes, b) water from the reservoir/catchment for the mill operations c) continual training for workers on water efficiency consumption, d) desilting of water reservoir to retain the reservoir optimal capacity. e) The action plan in event of draught/water pollution. <p>The estates similarly possessed the following water management plan. Among others containing the following initiatives.</p> <table border="1" data-bbox="1122 1305 1883 1383"> <thead> <tr> <th data-bbox="1122 1305 1263 1383">Source</th> <th data-bbox="1263 1305 1413 1383">Activity</th> <th data-bbox="1413 1305 1547 1383">Threat</th> <th data-bbox="1547 1305 1883 1383">Action Plan</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Source	Activity	Threat	Action Plan					Complied
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		1		Chemical mixing	Pollution Draught Wastage	Enforcement of buffer zone as non-spraying activities.		
		2		General Upkeep	Pollution Draught Wastage	Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.		
		3	Reservoir/ pond/ PAIP/	Line site	Pollution Draught Wastage	Every house is supplied with containers. Awareness on water usage efficiency. Outsource from neighboring estates.		
		4	Rain	Drain upkeep	Interruption water flow at drainage system.	Periodic desilting Building of sand bags at specific points to contain water (weirs)		
		5			Water pollution	Prohibit workers from activities at water source Drinking water analysis. Monitor condition of septic tank		

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					Adhere SW management procedure to avoid pollution caused by SW.																												
<p>Water Management Plan review date was sighted and verified with records as follows;</p> <table border="1"> <thead> <tr> <th></th> <th>Estate/Mill</th> <th>Review date</th> <th>Issues</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Keratong 03 POM</td> <td>01/02/2022</td> <td>NIL</td> </tr> <tr> <td>2</td> <td>Keratong Estate 11</td> <td>03/01/2022</td> <td>NIL</td> </tr> </tbody> </table> <p>The Mill</p> <p>Identification & Management of Waste Water 2022 among others as summarized below;</p> <table border="1"> <thead> <tr> <th></th> <th>location</th> <th>Waste produced water</th> <th>Treatment/containment</th> <th>Reuse/recycle/disposal method</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Processing stations</td> <td>Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water</td> <td>Oil recovery/ETP</td> <td>Recover into system</td> </tr> <tr> <td>2</td> <td>Boiler</td> <td>Blow down, cleaning water</td> <td>Sludge pit, ETP</td> <td>Monsoon drain</td> </tr> </tbody> </table>								Estate/Mill	Review date	Issues	1	Keratong 03 POM	01/02/2022	NIL	2	Keratong Estate 11	03/01/2022	NIL		location	Waste produced water	Treatment/containment	Reuse/recycle/disposal method	1	Processing stations	Clarification condensate Sterilizer condensate Hydro cyclone condensate Mill floor cleaning water	Oil recovery/ETP	Recover into system	2	Boiler	Blow down, cleaning water	Sludge pit, ETP	Monsoon drain
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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 revised dated 01/06/2016. The buffer zones established are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>River width</th> <th>Buffer zone</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>>40 meters</td> <td>50 meters</td> </tr> <tr> <td>2</td> <td>20 - 40 meters</td> <td>40 meters</td> </tr> <tr> <td>3</td> <td>10 - 20 meters</td> <td>20 meters</td> </tr> </tbody> </table>		River width	Buffer zone	1	>40 meters	50 meters	2	20 - 40 meters	40 meters	3	10 - 20 meters	20 meters	Complied								
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		<table border="1"> <tr> <td>4</td> <td>5 - 10 meters</td> <td>10 meters</td> </tr> <tr> <td>5</td> <td>< 5 meters</td> <td>5 meters</td> </tr> </table> <p>Buffer zones were protected. Areas visited for the estates/mill as tabled below;</p> <table border="1"> <thead> <tr> <th></th> <th>Estate/Mill</th> <th>Location</th> <th>Field no</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Keratong Mill</td> <td>Sg Keratong</td> <td>Keratong 05</td> </tr> <tr> <td>2</td> <td>Keratong 11</td> <td>Sg Kemabai</td> <td>PM00A/PR18D</td> </tr> </tbody> </table> <p>Prevention is made especially during the manuring activities. FGV reviewed the environmental performances during the monthly EPMC Environmental Performance Monitoring Committee every quarterly. Sighted minutes of meeting KPOM dated 29/09/2022 and 20/06/2022 among others discussing the following;</p> <ul style="list-style-type: none"> a) Effluent treatment and performance b) Scheduled wastes and others waste management c) Clean air monitoring d) Environmental Programs. <p>The mill made an annually water samples at 2 points in the river nearby i.e hulu & hilir Sg Keratong on monthly basis. Similar sampling for the estate was made in Sg Kemabai results as shown below. No major issues were noted/recorded.</p>	4	5 - 10 meters	10 meters	5	< 5 meters	5 meters		Estate/Mill	Location	Field no	1	Keratong Mill	Sg Keratong	Keratong 05	2	Keratong 11	Sg Kemabai	PM00A/PR18D	
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	Estate/Mill	Location	Field no																		
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		K 03 POM		28/09/2022		23/08/2022	
	Parameter	unit	Hulu	Hilir	Hulu	Hilir	
1	PH	-	7.39	7.59	7.63	6.94	
2	BOD	mg/L	6	5	7	6	
3	COD	mg/L	31	47	68	72	
4	T Solids	mg/L	195	197	635	266	
5	S Solids	mg/L	36	36	85	77	
6	O & G	mg/L	2	3	0	0	
7	A Nitrogen	mg/L	3	3	1	1	
8	T Nitrogen	mg/L	5	5	3	3	
		K11E		18/11/21		14/8/19	
	Parameter	unit	Hulu	Hilir	Hulu	Hilir	
1	PH	-	5.07	5.44	4.63	Draught	
2	BOD	mg/L	1	1	1	-	
3	COD	mg/L	3	5	5	-	
4	DO	mg/L	5.94	6.83	8.0	-	

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7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>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. No over flow was observed, and flow meter reading was recorded daily. The mill monitors the effluent and submits to DOE through 'Borang Penyata Suku Tahunan'.</p> <table border="1"> <thead> <tr> <th>Sample date</th> <th>Std</th> <th>05/7/22</th> <th>30/8/22</th> <th>20/9/22</th> </tr> </thead> <tbody> <tr> <td>PH</td> <td>5.-9.</td> <td>8.25</td> <td>8.35</td> <td>8.44</td> </tr> <tr> <td>BOD</td> <td>100</td> <td>65</td> <td>81</td> <td>77</td> </tr> <tr> <td>COD</td> <td>-</td> <td>452</td> <td>614</td> <td>401</td> </tr> <tr> <td>Total solids</td> <td>-</td> <td>5354</td> <td>2694</td> <td>2832</td> </tr> <tr> <td>S Solids</td> <td>200</td> <td>152</td> <td>298</td> <td>116</td> </tr> <tr> <td>Oil & grease</td> <td>5.0</td> <td>11</td> <td>11</td> <td>2</td> </tr> <tr> <td>A Nitrogen</td> <td>20</td> <td>66</td> <td>66</td> <td>58</td> </tr> <tr> <td>Total N</td> <td>200</td> <td>82</td> <td>81</td> <td>90</td> </tr> </tbody> </table> <p>Keratong 03 Mill DOE (licence no 005103 validity 01/06/2022-30/06/2023) was for water discharge requirement of which is BOD less than 100 mg/l. The mill in the interim has made the following initiative for the BOD reduction among others as stated below.</p>	Sample date	Std	05/7/22	30/8/22	20/9/22	PH	5.-9.	8.25	8.35	8.44	BOD	100	65	81	77	COD	-	452	614	401	Total solids	-	5354	2694	2832	S Solids	200	152	298	116	Oil & grease	5.0	11	11	2	A Nitrogen	20	66	66	58	Total N	200	82	81	90	Complied
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2022 of fresh fruit bunches (FFB) below; Base line is 1.2 ratio</p> <table border="1"> <thead> <tr> <th>No</th> <th>2022</th> <th>Water m3</th> <th>FFB /mt</th> <th>Water /FFB</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>25465</td> <td>17790</td> <td>1.43</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>25562</td> <td>18100</td> <td>1.41</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>35464</td> <td>23860</td> <td>1.49</td> </tr> <tr> <td>4</td> <td>Apr</td> <td>23588</td> <td>20270</td> <td>1.16</td> </tr> </tbody> </table>	No	2022	Water m3	FFB /mt	Water /FFB	1	Jan	25465	17790	1.43	2	Feb	25562	18100	1.41	3	Mac	35464	23860	1.49	4	Apr	23588	20270	1.16	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>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2022. The document was reviewed/updated on Jan 2022. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table border="1" data-bbox="1137 1086 1906 1343"> <thead> <tr> <th></th> <th>Target</th> <th>Objective</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Backhoe tractor/ Machines</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel</td> </tr> </tbody> </table>		Target	Objective	Action plan	1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel	Complied																						
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			<p>2 Van / Supervisor y vehicle</p>	<p>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</p>	<p>To record vehicle activity in order to eliminate waste activity which consume fuel. To turn off vehicle engine during idle time.</p>																																											
			<p>3 Electrical supply</p>	<p>To reduce reliance on gen-sets for power supply</p>	<p>Utilization of TNB sources</p>																																											
<p>The utilization of fossil fuel in 2022 is being monitored with records shown below: Baseline is 0.84. The mill diesel utilization in 2021 is 75643 liters. This tallys with the GHG data declaration.</p>																																																
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May	19350	6552	0.34	2356	385. 9	6.11
June	10180	5265	0.52	2241	338. 7	6.62
July	20950	7956	0.38	2461	359. 2	6.85
Aug	23350	9256	0.40	2440	394. 8	6.18
Sept	22640	7387	0.33	2589	466. 7	5.55
Oct	25530	1031 4	0.40	2381	574. 3	4.15

The estate and mill record and monitor the diesel utilization over the running hours of gen-set and other vehicles running.

Performance variation in view of several factors i.e.

- a) Infrastructure of estates,
- b) Community size / no of gen-sets,
- c) No. of vehicles / age of machine.
- d) Weather interference / crop production volume

There is no opportunity for the estate to capitalize the utilization of fibre/shell produced from the mill as part of their energy production in replacement of fossil fuel with the current technology limitation. The estate adopted the following practices in reducing diesel consumption in the daily operations.

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		<p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2022 identified in the following</p> <ul style="list-style-type: none"> a) Environmental Aspect Identification Summary FY 2022 reviewed accordingly. b) Environmental Impact Evaluation Summary FY 2022 reviewed accordingly. c) Renewable energy usage & diesel consumption 2022 was established and monitored by monthly basis. 	
<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>			
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>Keratong 03 Palm Oil Mill and Keratong 11 Estate had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <ul style="list-style-type: none"> 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 adverse impact the environment. b) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report. 	Complied
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 Keratong 11 Estate.</p>	Complied

<p>7.10.3</p>	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -</p>	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. which covers estate (Latest 20/01/2022) and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations were:</p> <table border="1" data-bbox="1144 743 1895 1233"> <thead> <tr> <th></th> <th>Environment al Receptors</th> <th>Source</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Air</td> <td>Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).</td> </tr> <tr> <td>2</td> <td>Water</td> <td>Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down</td> </tr> <tr> <td>3</td> <td>land</td> <td>Land – Scheduled waste, domestic waste and industrial / process waste.</td> </tr> </tbody> </table> <p>Keratong 03 Palm Oil Mill has conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System</p>		Environment al Receptors	Source	1	Air	Air emissions –from boiler stack (smoke & particulate), vehicle & generator (smoke and gases). GHG emission from anaerobic processes (ETP, EFB dumping).	2	Water	Water discharges – Cleaning water/run-off/process station waters (hydro cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down	3	land	Land – Scheduled waste, domestic waste and industrial / process waste.	<p>Complied</p>
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		<p>(CEMS). The audit team has verified the condition of the CEMS during the audit. The system was found to be in functional condition. Data from the stack is connected online to DOE office. Boiler smoke emission data are within the DOE limit. An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent.</p> <p>The Pollution Prevention Plan and Waste Management Action Plan 2021” – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among others actions taken by the CU were:</p> <ul style="list-style-type: none"> a) Scheduled wastes – disposed to Kualiti Alam Sdn Bhd. b) Domestic wastes are disposed to landfill c) Full compliance to zero burning practices. d) Installation of ESP Vorsep System commissioned in Dec 2018. <p>The environmental issues are discussed together in the quarterly ESH meeting 4x/year. The agenda discussed among others as follows;</p> <ul style="list-style-type: none"> a) matters arising b) performance of environment compliance c) report on environmental pollution d) self-compliance checklist performance e) effluent treatment /clean air / scheduled waste f) audit report on ISO 14001 EMS / RSPO/MSPO g) Domestic waste issues <p>In addition, environmental issues were also discussed direct or indirectly during the management meeting the weekly muster. EPMC</p>	
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		<p>dated 29/09/2022 and 20/06/2022 issues discussed the following issues.</p> <ul style="list-style-type: none"> a) Kualiti & Alam Sekitar b) Effluent performance c) Competent person CePSO / CePSWaM /CePPOME <p>The estate initiated meeting on environmental dated 23/08/2021.</p>	
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> <p>Manual Ladang Sawit LESTARI on reviewed 01/09/2017 Sawit pra matang edisi II seksyen 3</p> <p>Manual Ladang Sawit LESTARI reviewed on 01/09/2017 Sawit matang edisi II seksyen 4</p> <p>Manual Ladang Sawit LESTARI 01/09/2017 Pembajaan sawit edisi II seksyen 5</p> <p>Prosedur Kerja Selamat Manual Kelestarian (Sustainability)</p> <p>As advocated, the estates practiced zero burning. In the replants visited during the audit in the estate, it was evident that all palms were felled, shredded, windrow-ed and left to decompose. There was no</p>	Complied

		evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.	
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	There was no land preparation in Estates by burning ever since FGV practiced zero burning as specified in Item 5.3.6 on NO OPEN BURNING/USE OF FIRE sign by Board of Directors dated 17/11/2020. The estate adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. The estate recorded replanting program for the forthcoming 5 years. There is a fire ERP team established by the estate and mill.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	FGV engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meeting of KPOM dated 17/10/2019 under item no B " <i>Nota Pengurus Kilang</i> and letter from the Estate Manager dated 23/10/2020 " elaborating among others the following; Memelihara dan memulihara kepelbagaian biolog Pelan Pengurusan Kebakaram Ladang FGVPM Pihak berkepentingan boleh melaporkan kepada FGV Jika berlaku kebakaran di persempadanan kawasan ladang/kilang Pihak ladang/kilang /pekebun kecil berhampiran juga boleh mendapatkan bantuan daripada FGV jika berlaku di kawasan mereka. There were follow-up on the briefing in relation to fire prevention through stakeholder meeting / feedback via briefing on Persijilan Sawit	Complied

		Lestari Kumpulan FELDA & FGV dated 25/01/2022 and 10/06/2022 for Keratong 11 Estate and Keratong 03 Palm Oil Mill respectively. Minutes of meeting were sighted and verified.	
<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>	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 was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.	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>The latest assessment was conducted with details as follows; "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang FGVPK Keratong 11 and FGVPK Kilang Sawit Keratong 03 dated 27/12/2017. Thereafter being reviewed on Ogos 2022. This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Kemabai flowing inlet at P18B and outlet at PR21E. 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> <p>a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and man-made</p>	Complied

		<ul style="list-style-type: none"> d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long term effect. 	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable	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 HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	The 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 was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.	Complied
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>The latest assessment was conducted with details as follows; "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang FGVPK Keratong 11 and FGVPK Kilang Sawit Keratong 03 dated 27/12/2017. Thereafter being reviewed on Ogos 2022. This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Kemabai flowing inlet at P18B and outlet at PR21E. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity</p>	Complied

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		<p>conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> i) General biodiversity issues j) Watercourses and drainage k) Habitats natural and man-made l) Wildlife m) Ponds and reservoirs n) Wetlands /watercourses o) Legal aspects p) Immediate and long term effect. 	
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 audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>The latest assessment was conducted with details as follows; ""Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang FGVPM Keratong 11 and FGVPI Kilang Sawit Keratong 03 dated 27/12/2017. Thereafter being reviewed on Ogos 2022. This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Kemabai flowing inlet at P18B and outlet at PR21E. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity</p>	Complied

		<p>conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> q) General biodiversity issues r) Watercourses and drainage s) Habitats natural and man-made t) Wildlife u) Ponds and reservoirs v) Wetlands /watercourses w) Legal aspects x) Immediate and long term effect. 	
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 was 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 **Keratong 3 POM** and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2021** for **Keratong 3 POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.99
PKO	0.99

Extraction	%
OER	20.53
KER	5.01

Production	t/yr
FFB Process	230030.00
CPO Produced	47230.10
PKO Produced	0.00

Land Use	Ha
OP Planted Area	1016.66
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
Total	1016.66

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	6630.87	0.89	0.00	0.00	0.00	0.00	6630.87	
CO ₂ Emission from fertilizer	7.58	0.01	0.00	0.00	0.00	0.00	7.58	
NO ₂ Emission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Fuel Consumption	89.54	0.01	0.00	0.00	0.00	0.00	89.54	
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Sink								
Crop Sequestration	-4205.29	-0.56	0.00	0.00	0.00	0.00	-4205.29	
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	2522.70	0.34	0.00	0.00	55201.03	0.00	57723.73	

**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	236.01	0.00
Grid Electricity Utilization	236.35	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	472.35	0.00

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO₂e
PK from own mill	0
PK from other source	0
Fuel Consumption	0
Total Crusher emissions	0

*This mill has no kernel crusher operation.

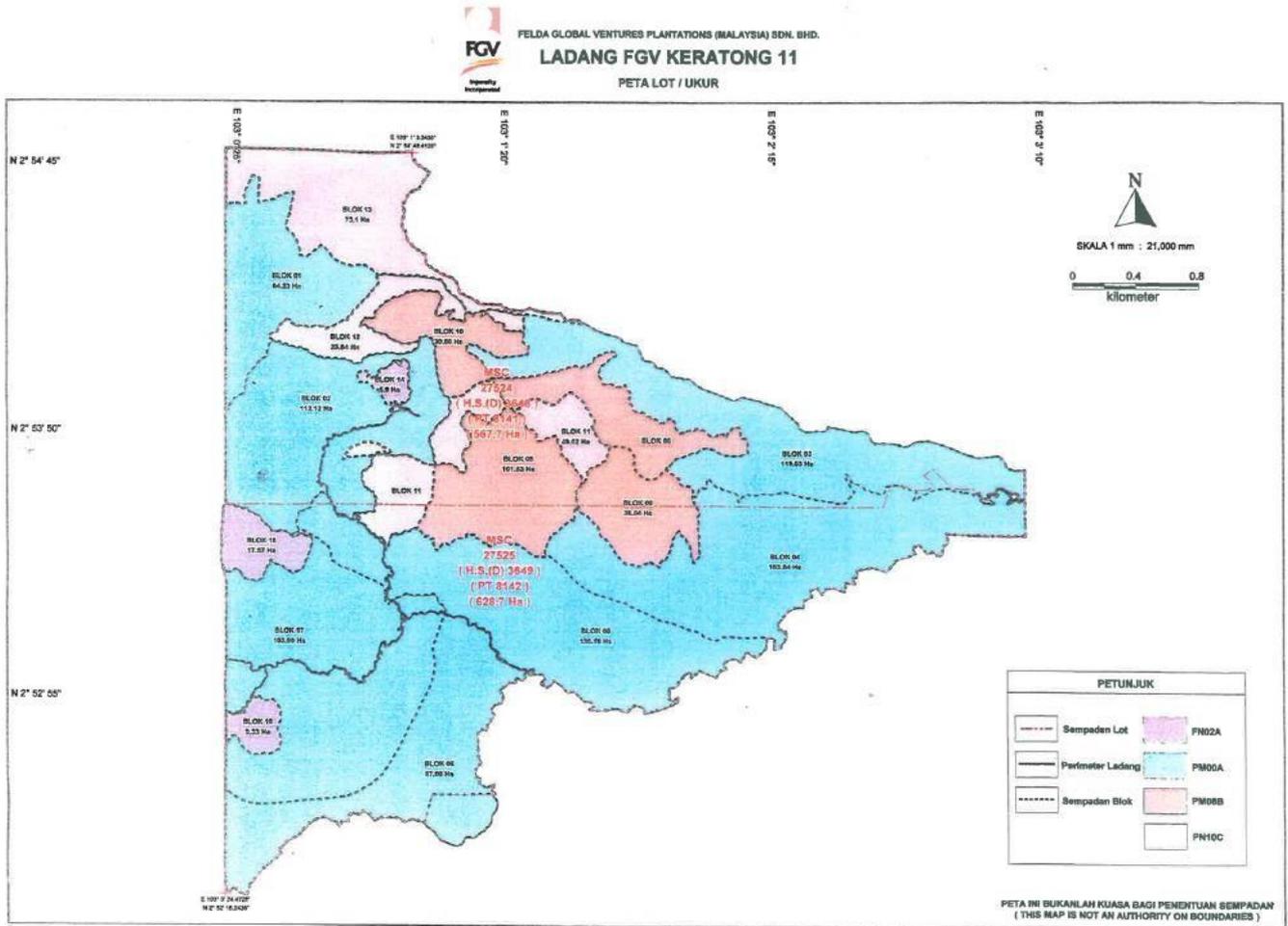
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: 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