

**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: Level 20, West Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur, Malaysia
Certification Unit: FGV Palm Industries Sdn Bhd - Wa Ha Palm Oil Mill
Location of Certification Unit: Jalan Rusa, Felda Simpang Wa Ha, Kota Tinggi 81907, Johor, Malaysia
Date of Final Report: 22/05/2023

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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)	FGV Palm Industries Sdn Bhd - Wa Ha Palm Oil Mill		
Location / Address	Jalan Rusa, Felda Simpang Wa Ha, Kota Tinggi 81907, Johor, Malaysia		
Website	www.fgvholdings.com		
Management Representative	Mr Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27891338	Facsimile	+603 2789 0001

2. Certification Information			
Certificate Number	RSPO 693243	Certificate Start Date	22/02/2019
Date of First Certification	22/02/2019	Certificate Expiry Date	21/02/2024
Scope of Certification	Production of Palm Oil and Palm Kernel		
Visit Objectives	The objective of the assessment was to conduct an annual surveillance assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's management system.		
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 type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54mt/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 checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693232	MS 2530-4 Malaysian Sustainable Palm Oil (MSPO) Part 4	BSI Services Malaysia Sdn Bhd	20/05/2024
MSPO 693234	MS 2530-3 Malaysian Sustainable Palm Oil (MSPO) Part 3		20/05/2024
MSPO SCCS-TCI-002-2020-01	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 Wa Ha Palm Oil Mill	Kilang Sawit Wa Ha, Jalan Rusa Felda Simpang Wa Ha, 81907 Kota Tinggi, Johor, Malaysia	1°47' 29.90" N	104° 4' 27.55" E
FGVPM Bukit Aping Selatan	Pejabat Ladang FGVPM Bukit Aping Selatan, D/A Felda Bukit Wa Ha, 81900 Kota Tinggi, Johor.	1° 45' 21.89" N	104° 4' 22.58" 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 Bukit Aping Selatan	851.96	-	696.01	1,547.97	55.04%
Total	851.96	-	696.01	1,547.97	55.04%

Note: Area changes due to resurvey

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Bukit Aping Selatan	104.49	235.96	511.51	-	747.47	104.49
Total (ha)	104.49	235.96	511.51	-	747.47	104.49

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7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 22 – Jan 23)	Actual (Jan 22 – Dec 22)		Forecast (Feb 23 – Jan 24)
		Previous license period (Jan 22)	Current license period (Feb 22 – Dec 22)	
FGVPM Bukit Aping Selatan	15,288.00	978.14	14,125.92	16,584.00
Total	15,288.00	15,104.06		16,584.00

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

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Feb 22 – Jan 23)	Actual (Jan 22 – Dec 22)		Forecast (Feb 23 – Jan 24)
		Previous license period (Jan 22)	Current license period (Feb 22 – Dec 22)	
Outgrowers, Dealers & Smallholders	N/A	9,775.37	226,355.37	N/A
Total	N/A	236,130.74		N/A

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	January 2022	978.14	9,775.37	10,753.51
2	February 2022	858.93	15,447.45	16,306.38
3	Mac 2022	1,215.35	17,414.79	18,630.14
4	April 2022	1,070.80	17,431.38	18,502.18
5	May 2022	1,157.90	17,933.63	19,091.53

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6	June 2022	1,349.08	20,124.65	21,473.73
7	July 2022	1,455.40	19,060.70	20,516.10
8	August 2022	1,545.32	21,746.47	23,291.79
9	September 2022	1,417.11	23,771.34	25,188.45
10	October 2022	1,439.55	25,037.97	26,477.52
11	November 2022	1,434.13	24,415.51	25,849.64
12	December 2022	1,182.35	23,971.48	25,153.83
TOTAL		15,104.06	236,130.74	251,234.80

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Feb 22 – Jan 23)	Actual (Jan 22 – Dec 22)		Forecast (Feb 23 – Jan 24)
	Previous license period (Jan 22)	Current license period (Feb 22 – Dec 22)	
FFB	FFB		FFB
15,288.00 mt	978.14 mt	14,125.92 mt	16,584.00 mt
	TOTAL	15,104.06 mt	
CPO (OER: 21.78 %)	CPO (OER: 21.49 %)		CPO (OER: 21.78 %)
3,329.73 mt	210.94 mt	3,034.67 mt	3,611.99 mt
	TOTAL	3,245.61 mt	
PK (KER: 5.25 %)	PK (KER: 5.21 %)		PK (KER: 5.50 %)
802.62 mt	52.41 mt	733.99 mt	912.12 mt
	TOTAL	786.40 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	January 2022	210.94	52.41
2	February 2022	190.41	45.99
3	Mac 2022	262.20	65.53
4	April 2022	230.33	56.68
5	May 2022	247.87	58.83
6	June 2022	296.26	71.29
7	July 2022	323.19	77.30
8	August 2022	330.44	72.79

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9	September 2022	297.34	73.52
10	October 2022	306.75	76.75
11	November 2022	292.28	72.25
12	December 2022	257.60	63.06
TOTAL		3,245.61	786.40

11. Summary of Actual Volume sold					
Current License period (Feb 22 – Dec 22)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	415.91	-	-	-	415.91
PK (MT)	375.91	-	-	350.00	725.91
Credits	1,600.00	-	-	-	1,600.00
Previous License period (Jan 22)					
CPO (MT)	-	-	-	-	-
PK (MT)	-	-	-	-	-
Credits	-	-	-	-	-

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	XXX	AAA	415.91	-
2	YYY	BBB	-	375.91
TOTAL			415.91	375.91

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	N/A	N/A	N/A	N/A
TOTAL			N/A	N/A

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

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1	ZZZ	-	350.00
TOTAL		N/A	350.00

11D. Records of Certified CPO Sold under RSPO Credits since the last audit (if any)			
No.	Buyers Name	PalmTrace Trading License Number	RSPO Credits of Certified CPO Sold
1	XXX	xx15393	200.00
2	XXX	xx16148	200.00
3	XXX	xx16671	200.00
4	XXX	xx17286	200.00
5	XXX	xx17549	200.00
6	XXX	xx17794	200.00
7	XXX	xx18137	200.00
8	XXX	xx18921	200.00
TOTAL			1,600.00

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

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

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13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License period (Feb 22 – Dec 22)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				
Previous License period (Jan 22)							
Credits				N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A				

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

Section 2: Assessment Process

Certification Body:

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

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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 09/01/2023 - 12/01/2023. The audit programme is included as Section 2.3.

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

The Critical NC close out on-site assessment was conducted on 6/4/2023. 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.

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Certification)	Year 2 (ASA 1)	Year 3 (ASA 2)	Year 4 (ASA 3)	Year 5 (ASA 4)
FGVPISB Wa Ha Palm Oil Mill	✓	✓	✓	✓	✓
FGVPM Bukit Aping Selatan Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: January 9, 2024 - January 12, 2024

Total Number of Mandays: 9.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Hafriazhar bin Mohd Mokhtar (HMM)	Team Leader	<p>Education: Holds a Bachelor of Engineering (Hons.) Chemical Engineering, University Technology Malaysia.</p> <p>Work Experience: He has 20 years of working experience in multiple engineering disciplines emphasized on science, technology and sustainability. He acquired many skills from being involved in various industrial environments ranging from construction, plantation and mining before auditing. In summary, his started his career as Environmental Officer (2002-2003) in construction, Mill Engineer (2003-2008) in palm oil mill, Project Control Engineer (2008-2011) in mining and Auditor (2011-present) with accredited certification bodies.</p> <p>Training attended: He has completed Social Auditing & SMETA Training, HCV & HCS Introductory Training, ISO 45001 LA Training, MSPO LA Training, Endorsed RSPO SCCS LA Training, Endorsed RSPO P&C LA Training, ISO 9001 LA Training, ISO 50001 LA Training, and ISO 14001 LA Training.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p>

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		<p>Aspect covered in this audit:</p> <p>Economic management plan, environment responsibility, environment impact assessment and management plan, natural and biodiversity conservation, Waste management, GHG, HCV, and RSPO supply chain requirements.</p>
Muhammad Fadzli Masran (MFM)	Team Member	<p>Education:</p> <p>Holds a Bachelor Degree in Forestry Science, graduated from University Putra Malaysia.</p> <p>Work Experience:</p> <p>He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, Fadzli had accumulated more than 10 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Fadzli had accumulated auditing experience when he was the internal auditor for ISO 9001 and ISO 14001 at Kulim Plantations.</p> <p>Training attended:</p> <p>He has completed ISO IMS 9001, 14001, 45001 (OHS 18001) Lead Auditor Course in April 2018, endorsed RSPO Lead Auditor Course in July 2018, MSPO Lead Auditor Course in October 2018, endorsed RSPO Supply Chain Certification training course in January 2019, MSPO Supply Chain Certification System (SCCS) Auditor training Course (MPOCC Endorsed), CQI and IRCA Certified ISO 9001:2015 Lead Auditor Training Course in April 2019, HCV and GIS Training in November 2019 and SMETA Requirements Training in April 2021.</p> <p>Language proficiency:</p> <p>Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit:</p> <p>Legal Requirements, land & legal issue, Occupational health and safety requirement, HIRARC and management plan, mill best practices, estate best practices training, environment impact assessment and management plan.</p>
Mohd Nur Amin bin Mohd Halim (MNA)	Team Member	<p>Education:</p> <p>Diploma Office Management & Technology, UiTM.</p> <p>Work Experience:</p> <p>He started his career as a sustainability practitioner in GLCs related to palm oil plantation for 6 years and 10 months, mainly handling operational excellence, environment & safety and health at the upstream and downstream operations. He then joined an international certification body over the last 3 years and started his auditing career as qualified lead auditor for MSPO (OPMC and SCCS) schemes; and qualified auditor for ISCC Waste</p>

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		<p>and Residue scheme. Concurrently, he was also the document controller and scheme coordinator for MSPO (OPMC and SCCS) accreditation.</p> <p>Training attended: He has completed Exemplar IMS (9001, 14001 & 45001) LA Course (2019), SA 8000 Course (2019), Endorse MSPO SCCS Course (2020), Endorse MSPO LA Course (2020), Endorse ISCC Waste and Residue Course (2020), HCV & HCS Course (2020), Endorse ISCC Basic & PLUS Course (2022), CQI & IRCA ISO 14001:2015 LA Course (2022) and Endorse RSPO P&C LA Course (2022).</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English.</p> <p>Aspect covered in this audit: Policy and commitment, social requirements, contract agreement, human rights, workers’ welfare, smallholder welfare, Stakeholder Consultation and RSPO supply chain requirements.</p>
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Accompanying Persons:

Name	Role
N/A	N/A

2.3 Assessment Plan

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

Date	Time	Subjects	HMM	MFM	MNA
Sunday, 8/1/2023	PM	Audit team travel to Kota Tinggi/Bandar Penawar	✓	✓	✓
Monday, 9/1/2023 Day 1 FGVPM Bukit Aping Selatan Estate	9:00 AM – 9:30 AM	<p>Opening meeting @ FGVPM Bukit Aping Selatan Estate</p> <ul style="list-style-type: none"> • Opening presentation by audit team leader • Confirmation of assessment scope and finalize audit plan 	✓	✓	✓
	9:30 AM – 12:30 PM	<p>FGVPM Bukit Aping Selatan Estate</p> <p>Field visit: Boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.</p>	✓	✓	✓

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	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	Document Assessment P1 – P7: General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM, HCV records, SEIA documents & records, OSH records, assessment on pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> • Auditors discussion • Day 1 Interim Closing Briefing 	✓	✓	✓
Tuesday, 10/1/2023	9:00 AM – 12:30 PM	FGVPM Bukit Aping Selatan Estate Continue with field visit & document assessment	✓	✓	✓
Day 2	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	-	-	✓
FGVPM Bukit Aping Selatan Estate	12:30 PM – 1:30 PM	- Lunch break - Travel to FGVPI Wa Ha POM	✓	✓	✓
FGVPI Wa Ha POM	1:30 PM – 4:30 PM	Document Assessment P1 – P7: SOPs, assessment on management plans, SEIA documents, GHG records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> • Auditors' discussion • Day 2 Interim Closing Briefing 	✓	✓	✓
Wednesday, 11/1/2023	9:00 AM – 12:30 PM	FGVPI Wa Ha POM Mill visit: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, lab, weighbridge, and palm product storage area etc.	✓	✓	✓
Day 3	10:30 AM – 12:30 PM	Meeting with stakeholders (Government, village representatives, smallholders, employee union representatives, vendor etc.)	-	-	✓
FGVPI Wa Ha POM					

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	12:30 PM – 1:30 PM	Lunch break	✓	✓	✓
	1:30 PM – 4:30 PM	FGVPI Wa Ha POM Continue with field visit & document review	✓	✓	✓
	4:30 PM – 5:00 PM	<ul style="list-style-type: none"> Auditors’ discussion Day 3 Interim Closing Briefing 	✓	✓	✓
Thursday, 12/1/2023 Day 4 FGVPI Wa Ha POM	9:00 AM – 10:30 PM	FGVPI Wa Ha POM RSPO SCC general requirements, supply chain for CPO mill, internal audit, management review, sales and purchasing documents, mass balance accounting and other relevant documents and records.	✓	-	✓
	10:30 AM – 10:45 PM	<ul style="list-style-type: none"> Auditors’ discussion Preparation for Closing Meeting 	✓	-	✓
	10:45 PM – 11:00 PM	Closing Meeting	✓	-	✓

On-site Major NC Close-out verification plan

Date	Time	Subjects	HMM
Thursday 6/4/2023	09:00	Arrival of assessor(s)	✓
	09:10 - 09:30	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 consultation). 	✓
	09:30 – 12:00	Verify the effectiveness of corrective action with evidence of implementation and close of Major NCs as and in locations as following: <ul style="list-style-type: none"> Major NC # 2296157-202301-M1 @ FGVPM Bukit Aping Selatan Estate Major NC # 2296157-202301-M2 @ FGVPI Wa Ha Palm Oil Mill 	✓
	12:00 – 12:30	Closing meeting	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	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
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership?</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<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.</p> <p>https://www.rspo.org/newsand-events/news/rspo-statement-regardingcomplaints-panel-decision-on-felda-global-ventureholdings)</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 certification process once certification suspension is lifted</p>	Complied
Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available.	No new acquisitions were recorded or in planning.	Complied

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<p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>		
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p> <p>Other than that, another possible revision of the TBP involving:</p> <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>	<p>Complied</p>
<p>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?</p>	<p>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.</p> <p>There are also rationalization plans for FGVP estates which to be concluded in June 2021. Notification to Scheme Owner as well as to Certification bodies in progress. The RSPO Secretariat approved the new time bound plan for FGV dated 16/1/2023, where the latest to certified the uncertified units will be in 2025.</p>	<p>Complied</p>

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Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	There are no lapses in implementation of the plan.	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	There are no fundamental failure in implementation of the plan.	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. FGV has briefed the issue to RSPO Secretariat.	Complied
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	There are new plantings after 1st January 2010 in few FGV estates. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing. Ladang FGVP M Tembangau 05, Ladang FGVP M Chegar Perah 02, Ladang FGVP M Selendang 03 and Ladang FGVP M Bukit Sagu 08 status HCVRN closed as per Malaysia HCV Network website link as following: https://www.hcvnetwork.org/reports/hcv-chegar-perah-02-estate-bukit-sagu-08-estate-tembangau-05-estate-selendang-03-estate-malaysia This area proceed with land clearing. Did not go NPP as this is certified area.	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVP M Tenggaraoh 12 and FGVP M Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on 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. 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	Complied

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	<p>for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai (13/01/2020) and Kolkata (14/01/2020). During this process, FGV explained that the costs associated with the recruitment onwards are covered by FGV and on that basis agents and sub-agents shall not charge workers on similar fee.</p> <p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders.</p> <p>Given the size of FGV's operations and the large number of its mills and plantations, the socialization programme has been 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:</p> <p>https://www.fgvholdings.com/sustainability/reportsupdates/</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</p>	
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	<p>made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV's P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV's uncertified complexes will remain in force until the summary of ELEVATE's findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted. As of latest development on 26 Oct 2022, FGV is pending to furnish Complaint Panel with further documentation.</p>	
<p>Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1</p>	<p>FGV continued to comply with all applicable legal requirements. Compliance to each applicable law and regulation are monitored by the operating units. The certification units obtained and renewed licenses and permits as required by the law.</p>	<p>Complied</p>
<p>Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.</p>	<p>Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD).</p>	<p>Complied</p>
<p>Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?</p>	<p>There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits.</p> <p>These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project.</p> <p>Evidence are available through internal audit reports.</p>	<p>Complied</p>
<p>Have there been any stakeholder (including NGO) consultation conducted?</p>	<p>Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA).</p> <p>Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.</p>	<p>Complied</p>

3.2 Progress of scheme smallholders and/or outgrowers

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

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
				Latitude	Longitude						Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPi Selancar B</i>	Kilang Sawit Selancar 2B, Peti Surat 98, 85007 Segamat, Johor	2.6405	103.0007		Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPi Selancar 06	Ladang Felda Selancar 06. Wakil Pos Perwira Jaya, 85070 , Segamat Johor.	2.69397	102.949	3,565.72	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPi Selancar 08	Ladang Felda Selancar 08. Wakil Pos Perwira Jaya, 85070 , Segamat Johor.	2.61384	103.005	1,704.53	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPi Selancar 09	Ladang Felda Selancar 09. Wakil Pos Perwira Jaya, 85070 , Segamat Johor.	2.61949	103.021	2,960.36	Certified	2017	2017	2022	No			

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Kompleks Selendang	Malaysia	Kilang Sawit FGVPI Selendang	Kilang Sawit Selendang, Pejabat Pos Kuala Rompin, 26800 Kuala Rompin, Pahang	2.7049	103.4406		Certified	2017	2017	2022	No			
Kompleks Selendang	Malaysia	Ladang FGVPM Berabong 01	Ladang Felda Berabong 01, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Pahang Darul Makmur	2.773523	103.320904	1810.32	Certified	2017	2017	2022	No			
Kompleks Selendang	Malaysia	Ladang FGVPM Berabong 02 (LADANG RASIONALISASI)	Ladang Felda Berabong 02, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Pahang Darul Makmur	2.773906	103.320407	1290.91	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Selendang	Malaysia	Ladang FGVPM Selendang 03	Ladang Felda Selendang 03, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Pahang Darul Makmur	2.70046	103.371	2,204.34	Certified	2017	2017	2022	No			
Kompleks Selendang	Malaysia	Ladang FGVPM Selendang 04	Ladang Felda Selendang 05, Pejabat Pos Kuala Rompin, 26800, Kuala Rompin, Darul Makmur.	2.65837	103.427	2,251.52	Certified	2017	2017	2022	No			

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<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Selendang 05	Ladang Felda Selendang 04, Pejabat Pos Kuala Rompin , 26800 ,Kuala Rompin , Darul Makmur.	2.65837	103.427	1,804.06	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Bukit Sagu</i>	Kilang Sawit Bukit Sagu, Peti Surat 69, 25700 Kuantan, Pahang	3.9674	103.1483		Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 04	Ladang Felda Bukit Sagu 04, Peti Surat 331, 25740 Kuantan, Pahang Darul Makmur.	4.012719	103.154639	3406.50	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 06	Ladang Felda Bukit Sagu 06, Peti Surat 451, 25740 Kuantan, Pahang Darul Makmur.	4.046057	103.110099	1766.44	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 07	Ladang Felda Bukit Sagu 07, Peti Surat 355, 25740 Kuantan, Pahang Darul Makmur.	3.991401	103.100328	2204.74	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVPM Bukit Sagu 08	Ladang Felda Bukit Sagu 08, 26130 Kuantan, Pahang Darul Makmur	3.960757	103.189136	2233.28	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Keratong 9</i>	Kilang Sawit Keratong 9, Peti Surat 32, 26900 Bandar	2.9698	102.9587		Certified	2017	2017	2022	No			

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			Tun Razak, Pahang												
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 05	Ladang Felda Bera Selatan 05, Peti Surat 29 , 26900 Bandar Tun Razak, Pahang Darul Makmur	3.00366	102.77	2785.60	Certified	2017	2017	2022	No				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 07	Ladang Felda Bera Selatan 07, Peti Surat 29 , 26900 Bandar Tun Razak, Pahang Darul Makmur	3.00419	102.77	2281.30	Certified	2017	2017	2022	No				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	Ladang Felda Keratong Timur, P.O No.72, 26700 Bandar Muazam Shah, Pahang Darul Makmur	2.92912	103.167	1281.20	Certified	2017	2017	2022	No				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	Ladang Felda Merchong, Peti Surat 64, 26707 Bandar Muazam Shah, Pahang Darul Makmur	3.070503	103.15187	1,634.94	Certified	2017	2017	2022	No				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	Ladang Felda Bera Selatan 06, 28300, triang, pahang	3.05543	102.735	1879.22	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area	-	

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<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	Ladang Felda Lepar Utara 08, Peti Surat 74, 26400 Bandar Jengka, Pahang darul Makmur	3.927435	102.689196	2,445.33	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	Ladang Felda Lepar Utara 09, Peti Surat No 61, 26400 Bandar Jengka, Pahang Darul Makmur	3.953503	102.732327	2,825.19	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	Ladang Felda Lepar Utara 10, 26400 Bandar Jengka, Pahang Darul Makmur	3.87906	102.734069	1,722.46	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	Ladang Felda Lepar Utara 11, 26400 Bandar Jengka, Pahang Darul Makmur	3.953503	102.732327	1,622.39	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	Ladang Felda Lepar Utara 12, 26400 Bandar Jengka, Pahang Darul Makmur	3.952174	102.731789	1,497.24	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	Ladang Felda Lepar Utara 13, 26400 Bandar Jengka, Pahang Darul Makmur	3.9275	102.7972222	1794.53	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)	Ladang Felda Lepar Utara 14, W/Pos Felda Lepar Utara 01, 26400 Bandar	3.903007	102.797145	1,545.17	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	

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			Jengka, Pahang Darul Makmur											
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>	Kilang Sawit Maokil, Peti Surat 14, 85300 Labis, Johor	2.2993	102.9846		Certified	2017	2017	2022				
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	Ladang Felda Maokil 06, W/Pos Maokil, 85300 Labis, Johor Darul Takzim	2.29792	102.97	2,957.22	Certified	2017	2017	2022	No			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	Ladang Felda Maokil 07, W/Pos Maokil, 85300 Labis, Johor Darul Takzim	2.29719	102.971	2,625.08	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>	Kilang Sawit Kemasul, Pejabat Pos Triang, 28310 Triang, Pahang	3.2733	102.2321		Certified	2017	2017	2022				
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	Ladang Felda Mengkarak 01, D/a Karung berkunci 01, Pejabat Pos Triang 28309, Triang. Pahang Darul Makmur.	3.286685	102.299853	2,770.48	Certified	2017	2017	2022	No			

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<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVP Mengkarak 02	Ladang Felda Mengkarak 02, D/a Felda Chemomoi, 28330 Triang, Pahang Darul Makmur.	3.29846	102.334	2,334.95	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Krau</i>	Kilang Sawit Krau, Peti Surat 17, 28700 Bentong, Pahang	3.6492	101.9770		Certified	2017	2017	2022				
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVP Krau 02	Ladang Felda Krau 02, 28800, Lurah Bilut, Bentong, Pahang Darul Makmur	3.612148	101.955639	2252.13	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	Ladang Felda Krau 03, 28800, Lurah Bilut, Bentong, Pahang Darul Makmur	3.611172	101.956048	2,828.01	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	Ladang Felda Krau 04, Peti surat No 25, 28707 Bentong Pahang Darul Makmur	3.611172	101.956048	2,186.14	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Hilir</i>	Kilang Sawit Lepar Hilir, Karung Kunci No.3, Pejabat Gambang,	3.6437	103.0113		Certified	2017	2017	2022				

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			26300 Kuantan, Pahang												
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	Ladang Felda Lepar Hilir 05, 26300 Gambang, Pahang Darul Makmur	3.600919	103.011312	2,889.54	Certified	2017	2017	2022	No				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	Ladang Felda Lepar Hilir 06, 26300 Gambang, Pahang Darul Makmur	3.59971	103.011322	2,646.97	Certified	2017	2017	2022	No				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	Ladang Felda Lepar Hilir 07, 26300 Gambang, Pahang Darul Makmur	3.662037	102.988343	2,317.04	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)		
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	Ladang Felda Lepar Hilir 08, 26300 Gambang, Pahang Darul Makmur	3.651277	103.084219	1,412.79	Certified	2017	2017	2022	No				
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Triang</i>	Kilang Sawit Triang, Pejabat Pos Triang, 28300 Triang, Pahang	3.2700	102.5791		Certified	2017	2017	2022	No				
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang 2	Ladang Felda Triang Selatan 01, Pejabat Pos Triang, 28300 Triang, Pahang Darul Makmur	3.15673	102.533	1682.62	Certified	2017	2017	2022	No				

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Kompleks Triang	Malaysia	Ladang FGVP Triang 4	Ladang Felda Triang Selatan 02, 28300 Bera, Pahang Darul Makmur	3.122715	102.540354	2371.09	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVP Triang Selatan 1	Ladang Triang 02, Pejabat Pos Triang, 28300 Triang, Pahang Darul Makmur	3.228085	102.525232	1695.87	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVP Triang Selatan 2 (LADANG RASIONALISASI)	Ladang Triang 04, Pejabat Pos Triang, 28300 Triang, Pahang Darul Makmur	3.25869	102.566	1641.91	Certified	2017	2017	2022	No			
Kompleks Triang	Malaysia	Ladang FGVP Bera Selatan 01	Ladang Felda Bera Selatan 01, Mini Pos Bandar 32, 28300 Triang, Pahang Darul Makmur	3.19889	102.608	2027.46	Not Certified	2019		2022	Yes	2023	Rasionalisa si mills (Transfer from non certified complex) & Suspension New Certificatio n by RSPO CP	
Kompleks Triang	Malaysia	Ladang FGVP Bera Selatan 02 (LADANG RASIONALISASI)	Ladang Felda Bera Selatan 02, minipos bandar 32, 28200 bera, Pahang	3.1254	102.630778	1279.82	Not Certified	2019		2022	Yes	2023	Rasionalisa si Estate & Suspension New Certificatio n by RSPO CP (Combine with non Certified Area)	

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Kompleks Triang	Malaysia	Ladang FGVPM Bera Selatan 04	Ladang Felda Bera Selatan 04, Wakil Pos Felda Sebertak, 28300 Triang, Pahang Darul Makmur	3.05543	102.735	1880.15	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	Kilang Sawit Kechau B, Peti Surat 57, 27207 Kuala Lipis, Pahang	4.2424	102.1048		Certified	2017	2017	2022			
Kompleks Kechau B	Malaysia	Ladang FGVPM Telang 01	Ladang Felda Telang 01, 27100, Padang Tengku, Kuala Lipis, Pahang darul makmur	4.325381	102.010071	2258.75	Certified	2017	2017	2022	No		
Kompleks Kechau B	Malaysia	Ladang FGVPM Chegar Perah 02	Ladang Felda Cegar Perah 02, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.486046	101.958675	2613.66	Certified	2017	2017	2022	No		
Kompleks Kechau B	Malaysia	Ladang FGVPM Kechau 02	Ladang Felda Kechau 02, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.313333	102.02162	2076.09	Certified	2017	2017	2022	No		

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 03	Ladang Felda Kechau 03, Peti Surat 35, 27200, Kuala Lipis, Pahang Darul Makmur	4.285857	102.048725	2532.78	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 06	Ladang Felda Kechau 06, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.264778	102.086105	2756.97	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 07	Ladang Felda Kechau 07, Peti surat 56, 2700, Kuala Lipis, Pahang Darul Makmur	4.331579	102.101862	2937.49	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 08	Ladang Felda Kechau 08, Peti Surat 27, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.212818	102.07974	2385.21	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 09	Ladang Felda Kechau 09, 27100, Padang Tengku, Kuala Lipis, Pahang Darul Makmur	4.220496	102.118674	2689.42	Certified	2017	2017	2022	No			

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<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 10	Ladang Felda Kechau 10, Peti surat 46, 27200, Kuala Lipis, Pahang Darul Makmur	4.249689	102.143975	2680.58	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Kechau 11	Ladang Felda Kechau 11, Peti Surat 15, 27200, Kuala Lipis, Pahang Darul Makmur	4.308279	102.131807	2934.70	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVP Telang	STESEN PENYELIDIKAN TELANG, PADANG TENGGU, 27100 KUALA LIPIS, PAHANG DARUL MAKMUR.	101.9650	4.3136	572.80	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVP Palong Timur</i>	Kilang Sawit Palong Timur, Peti Surat 2, 73400 Gemas, Negeri Sembilan	2.7411	102.7049		Certified	2017	2017	2022				
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVP Palong Timur 4 (LADANG RASIONALISASI)	Ladang Felda Palong Timur 04, W/Pos Bandar Pusat Palong 04, 73460 Gemas Negeri Sembilan Darul Khusus	2.78145	102.695	2,486.83	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	

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<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	Ladang Felda Palong Timur 05, W/Pos Bandar Pusat Palong 04, 73460 Gemas, Negeri Sembilan Darul Khusus	2.78109	102.694	2,028.31	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	Ladang Felda Palong Timur 06, W/Pos Felda Palong Timur 01, Karung Kunci 104, 85100 Segamat, Johor Darul Takzim	2.70251	102.685	2,760.89	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>	<i>Kilang Sawit Besout, Pejabat Pos Sungkai, 35600 Sungkai, Perak</i>	3.8810	101.2759		Certified	2017	2017	2022				
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	Ladang Felda Besout 06 , 35600 , Sungkai , Perak.	3.777646	101.277377	2383.19	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	Ladang Felda Besout 07 , 35600 , Sungkai , Perak.	3.843	101.293	2910.47	Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>	<i>Kilang Sawit Neram, Pejabat Pos Mini Felda</i>	4.0133	103.2893		Certified	2017	2017	2022	No			

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			Neram 1, 26160 Kuantan, Pahang												
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVP Cherul 03	Ladang Felda Cherul 03, W/Pos Bandar Baru Cheneh, 24000 Kemaman, Terengganu Darul Iman	4.121786	103.177	2772.19	Certified	2017	2017	2022	No				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>	Kilang Sawit Chini 3, D/A Bandar Chini 1, 26600 Pekan, Pahang	3.3662	102.9305		Certified	2017	2017	2022					
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVP Chini Timur 4	Ladang Felda Chini Timur 04, Bandar DARA Chini, 26600, Pekan, Pahang darul Makmur.	3.330437	103.018218	1465.45	Certified	2017	2017	2022	No				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVP Terapai 01	Ladang Felda Terapai 01, Pejabat Pos Gambang, 26300 Gambang, Pahang Darul Makmur	3.44771	102.865	2169.07	Certified	2017	2017	2022	No				
<i>Kompleks Chiku</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chiku</i>	Kilang Sawit Chiku, Peti Surat 29, 18300 Gua Musang, Kelantan	4.9429	102.2033		Certified	2018	2018	2022					

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Kompleks Chiku	Malaysia	Ladang FGVP Chiku 04	Ladang Felda Chiku 04, Peti Surat 81, 18300 Gua Musang, Kelantan Darul Naim	4.98428	102.194	2144.70	Certified	2018	2018	2022	No			
Kompleks Chiku	Malaysia	Ladang FGVP Chiku 08	Ladang Felda Chiku 08, Peti Surat 23, 18300 Gua Musang, Kelantan Darul Naim	5.03254	102.147	1931.57	Certified	2018	2018	2022	No			
Kompleks Keratong 2	Malaysia	Kilang Sawit FGVP Keratong 2	Kilang Sawit Keratong 2, Peti Surat 28, 26900 Bandar Tun Razak, Pahang	2.9191	102.8733		Certified	2018	2018	2022				
Kompleks Keratong 2	Malaysia	Ladang FGVP Bera Selatan 03	Ladang Felda Bera Selatan 03, 72120 Seri Jempol, 72109 Bahau, Negeri Sembilan Darul Khusus	2.90871	102.682	2766.42	Certified	2018	2018	2022	No			
Kompleks Keratong 3	Malaysia	Kilang Sawit FGVP Keratong 3	Kilang Sawit Keratong 3, Peti Surat 21, 26900 Bandar Tun Razak, Pahang	2.9327	102.9349		Certified	2018	2018	2022				
Kompleks Keratong 3	Malaysia	Ladang FGVP Keratong 11	Ladang Felda Keratong 11, 26900, Bandar Tun Razak	2.88549	103.018	1196.40	Certified	2018	2018	2022	No			

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			Pahang Darul Makmur											
Kompleks Kerteh	Malaysia	Kilang Sawit FGVPI Kerteh	Kilang Sawit Kerteh, Beg Berkunci No.3, 23309 Ketengah Jaya, Terengganu	4.6260	103.3319		Certified	2018	2018	2022				
Kompleks Kerteh	Malaysia	Ladang FGVPM Semaring 01	Ladang Felda Semaring 01, P.O. Box No. 07 , Pejabat Pos A.M.B.S , 23400 , Dungun Trengganu Darul Iman.	4.672093	103.040	1246.47	Certified	2018	2018	2022	No			
Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	STESEN PENYELIDIKAN KERTEH, JALAN KELUBI, BANDAR KETENGAH JAYA, 23300 DUNGUN TEREANGGANU	103.3320	4.5619	111.95	Certified	2018	2018	2022	No			
Kompleks Kota Gelanggi	Malaysia	Kilang Sawit FGVPI Kota Gelanggi	Kilang Sawit Kota Gelanggi, W/P Felda Kota Gelanggi, 27000 Jerantut, Pahang	3.9216	102.4899		Certified	2018	2018	2022				
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPTR	PUSAT PENYELIDIKAN PERTANIAN TUN RAZAK, 26400 BANDAR	102.5360	3.8945	2379.69	Certified	2018	2018	2022	No			

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			JENGA, PAHANG DARUL MAKMUR.											
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 5	STESEN PENYELIDIKAN KOTA GELANGGI 05, WAKIL POS KOTA GELANGGI 02, 27000 JERANTUT, PAHANG DARUL MAKMUR.	102.5810	3.9623	1382.79	Certified	2018	2018	2022	No			
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	STESEN PENYELIDIKAN KOTA GELANGGI 06, WAKIL POS KOTA GELANGGI 02, 27000 JERANTUT, PAHANG DARUL MAKMUR.	102.5750	3.9332	1440.02	Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21	Kilang Sawit Jengka 21, Peti Surat 70, 26400 Bandar Jengka, Pahang	3.7406	102.4898		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	PUSAT PENYELIDIKAN JENGA 24/25, 26400 BANDAR JENGA, PAHANG	102.4290	3.7667	894.79	Certified	2018	2018	2022	No			

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			DARUL MAKMUR.											
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli	Kilang Sawit Penggeli, Peti Surat 28, Bandar Tenggara, 81000 Kulai, Johor	1.8278	103.6395		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	Ladang Felda Inas Selatan, Wakil Pos Inas , 81000 , Kulai , Johor Darul Takzim.	1.7721	103.607	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong	Kilang Sawit Belitong, Peti Surat 61, 86007 Kluang, Johor	1.9378	103.4982		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	Ladang Felda Bukit Tongkat B, 86000 Kluang , Johor	1.947091	103.471666	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	STESEN PENYELIDIKAN ULU BELITONG, 86000 KLUANG, JOHOR	103.4710	1.9336	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai	Kilang Sawit Kulai, W/P Felda Taib Andak, 81000 Kulai, Johor	1.7417	103.6475		Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	STESEN PENYELIDIKAN BUKIT BESAR,	103.6470	1.7452	55.91	Certified	2018	2018	2022	No			

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			81450 KULAI, JOHOR											
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela	Kilang Sawit Adela, Peti Surat 73, 81907 Kota Tinggi, Johor	1.5518	104.1872		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	Ladang Felda Kledang 02, D/a Felda Sening, 81900 Kota Tinggi, Johor Darul Takzim	1.481703	104.181139	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir	Kilang Sawit Serting Hilir, Peti Surat No. 3, 72120 Bandar Baru Serting, Negeri Sembilan	3.0116	102.4821		Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	Ladang Felda Tembangau 03, 28380 Kemayan, Pahang Darul Makmur	3.0425	102.534	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	Ladang Felda Tembangau 04, 28380 Kemayan, Pahang Darul Makmur	3.0427	102.5327	1877.33	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	Ladang Felda Tembangau 05, 28380 Kemayan,	3.0372	102.539	2178.44	Certified	2018	2018	2022	No			

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			Pahang Darul Makmur													
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	Ladang Felda Tembangau 07, 28380 Kemayan, Pahang Darul Makmur	3.0287	102.5313	2460.34	Certified	2018	2018	2022	No					
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	Ladang Felda Tembangau 08, 28380 Kemayan, Pahang Darul Makmur	2.9887	102.588	1754.00	Certified	2018	2018	2022	No					
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	Ladang Felda Tembangau 09, 28380 Kemayan, Pahang Darul Makmur	3.0271	102.5223	1286.11	Certified	2018	2018	2022	No					
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	Ladang Felda Serting Hilir 09, 72120 Sri Jempol, Negeri Sembilan Darul Khusus	2.9451	102.499	1948.44	Certified	2018	2018	2022	No					
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	STESEN PENYELIDIKAN SERTING HILIR 4 / TEMBANGAU, BANDAR SERI JEMPOL, 72120 NEGERI SEMBILAN	102.4880	2.9533	306.39	Certified	2018	2018	2022	No					

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Kompleks Bukit Keping	Malaysia	Kilang Sawit FGVPI Bukit Keping	Kilang Sawit Bukit Keping, Pejabat Pos Triang, 28300 Triang, Pahang	3.3465	102.5965		Certified	2018	2018	2022	No			
Kompleks Bukit Keping	Malaysia	Ladang FGVPM Terapai 03	Ladang Felda Terapai 03, D/A Pejabat Felda Mayam, 28300 Triang, Pahang Darul Makmur	3.43109	102.781	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Kilang Sawit FGVPI Tenggaroh	Kilang Sawit Tenggaroh, Peti Surat 67, 81907 Kota Tinggi, Johor	2.0599	103.9320		Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 09	Ladang Felda Tenggaroh 09, D/a Felda Tenggaroh 03, Wakil Pos Jemaluang, 86810, Mersing, Johor Darul Takzim	2.09603	103.984	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM Tenggaroh 11	Ladang Felda Tenggaroh 11, D/a Felda Tenggaroh 06, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim	2.14998	103.907	1927.64	Certified	2018	2018	2022	No			

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Kompleks Tenggaroh	Malaysia	Ladang FGVP Tenggaroh 13	Ladang Felda Tenggaroh 13, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim.	2.17811	103.913	1643.63	Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar	Kilang Sawit Nitar, Peti Surat 7, 86007 Kluang, Johor	2.4400	103.6626		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVP Nitar Timur	Ladang Felda Nitar Timur, Peti Surat 24, 86807 Mersing, Johor Darul Takzim	2.3777	103.769	2,241.97	Certified	2018	2018	2022	No			
Kompleks Wa Ha	Malaysia	Kilang Sawit FGVPI Wa Ha	Kilang Sawit Wa Ha, Karung Kunci No.524, 81907 Kota Tinggi, Johor	1.7957	104.0755		Certified	2018	2018	2022	No			
Kompleks Wa Ha	Malaysia	Ladang FGVP Bukit Aping Selatan	Ladang Felda Bukit Aping Selatan, D/a Felda Bukit Wa Ha, 81900 Kota Tinggi, Johor Darul Takzim	1.755859	104.073077	1536.03	Certified	2018	2018	2022	No			
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A	Kilang Sawit Aring A, Peti Surat 30, 18300 Gua Musang, Kelantan	4.9409	102.3645		Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certificatio	

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													Recertified by RSPO CP	
Kompleks Aring A	Malaysia	Ladang Aring 2	FGVPM	Ladang Aring 02, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.93893	102.369106	2073.16	Not Certified	2017			Yes	2023	Recertified Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang Aring 3	FGVPM	Ladang Aring 15, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.95582	102.295	1995.77	Not Certified	2017			Yes	2023	Recertified Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang Aring 4	FGVPM	Ladang Aring 03, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.897	102.359	2749.24	Not Certified	2017			Yes	2023	Recertified Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang Aring 5	FGVPM	Ladang Aring 04, P.O. Box No.1, 18300 Gua Musang,	4.897498	102.319414	1393.24	Not Certified	2017			Yes	2023	Recertified Due to Mutu Agung Malaysia Issues and Suspension

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			Kelantan Darul Naim											New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 6	Ladang Felda Aring 05, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.80822	102.32	2060.12	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 07 (LADANG RASIONALISASI)	Ladang Felda Aring 06, P.O.Box No.34, 18300 Gua Musang, Kelantan Darul Naim.	4.95263	102.399	2249.29	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 8	Ladang Felda Aring 06, P.O.Box No.34, 18300 Gua Musang, Kelantan Darul Naim.	4.95263	102.399	2600.80	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 Aring 10 FGVPM	Ladang Felda Aring 08, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.973964	102.437897	2192.37	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang Aring 11 FGVPM	Ladang Felda Aring 10, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.931694	102.449082	1791.57	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang Aring 15 FGVPM	Ladang Felda Aring 11, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.93189	102.448399	1180.41	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 Chalok	Kilang Sawit Chalok, 21450 Setiu, Terengganu	5.4553	102.7836		Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification

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Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 1	Ladang Felda Setiu 01, 22100, Setiu, Terengganu Darul Iman	5.554713	102.722	1618.55	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVPM Setiu 2 (LADANG RASIONALISASI)	Ladang Felda Setiu 02, 22100, Setiu, Terengganu Darul Iman	5.554713	102.722	1471.29	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting	Kilang Sawit Serting, 72100 Bandar Seri Jempol, Negeri Sembilan	2.9046	102.4462		Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVPM Serting Hilir 8	Ladang Felda Serting Hilir 09, 72120 Sri Jempol, Negeri Sembilan Darul Khusus	2.94515	102.499	1712.29	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	

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Kompleks Serting	Malaysia	Ladang FGVP Palong 17	Ladang Felda Palong 17, W/Pos Palong 13, 73460, Gemas, Negeri Sembilan, Darul Khusus	2.836715	102.579831	2,153.52	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	Ladang Felda Palong 18, Wakil Pos Palong 9, 73460, Gemas, Negeri sembilan darul Khusus.	2.836715	102.579831	1,949.80	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	Ladang Felda Palong 17, W/Pos Palong 13, 73460, Gemas, Negeri Sembilan, Darul Khusus	2.836715	102.579831	1,476.75	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	Ladang Felda Palong 20, W/Pos Palong 14, 73460 Gemas, Negeri Sembilan Darul Khusus	2.89235	102.617	2,169.50	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	Ladang Felda Palong 21, W/Pos Palong 14, 73460 Gemas, Negeri	2.89235	102.617	1,344.42	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certificatio

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			Sembilan Darul Khusus											n by RSPO CP
Kompleks Serting	Malaysia	Ladang FGVPM Tembangau 06	Ladang Felda Tembangau 06, 28380 Kemayan, Pahang Darul Makmur	2.9896	102.588	2410.65	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVPI Jerangau Barat	Kilang Sawit Jerangau Barat, W/P Felda Jerangau, 21820 Ajil, Terengganu	4.9186	103.1354		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 1	Ladang Felda Rantau Abang 01, W/ Pos Jambu Bongkok, 21610, Merchang Terengganu.	4.972632	103.293	1,957.59	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Rantau Abang 2	Landag Felda Rantau Abang 02, Kampung Jambu Bongkok, 21610, Merhang, Marang, Terengganu	4.926122	103.319	1,392.78	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Jerangau Barat	Malaysia	Ladang FGVP Chador 1	Ladang Felda Chador 01, W/Pos Bukit Bading, 21810, Aji Terengganu Darul Iman	5.04699	103.174	2709.05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVP Kalabakan	Kilang Sawit Kalabakan, Peti Surat 62007, 91030 Tawau, Sabah	4.4177	117.4903		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Ladang FGVP Kalabakan Selatan	Ladang Kalabakan Selatan 01, Peti Surat No. 61954, 91029, Tawau, Sabah	4.26804	117.519629	2850.24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kalabakan	Malaysia	Ladang FGVP Kalabakan Utara 01	Ladang Kalabakan Utara 01, Peti Surat No. 61954, 91029, Tawau, Sabah	4.446225	117.421412	2231.00	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVP Hamparan Badai	Kilang Sawit Hamparan Badai, Peti Surat 25, 91150 Cenderawasih, Sabah	5.3364	119.2037		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVP Sahabat 21	Ladang Sahabat 21, Peti Surat No. 99, 91150, Cendrawasih Lahad Datu, Sabah	5.19644	119.186	2,135.33	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 22	Ladang Sahabat 21, Peti Surat No. 99, 91150, Cendrawasih Lahad Datu, Sabah	5.2325	119.207	2,559.59	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 23	Ladang Sahabat 23, Peti Surat No. 31, 91150, Cendrawasih Lahad Datu, Sabah	5.28366	119.207	2,322.20	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 24	Ladang Sahabat 24, Peti Surat No. 31, 91150, Cendrawasih Lahad Datu, Sabah	5.28038	119.216	2,055.87	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 26	Ladang Sahabat 26, Peti Surat No. 69, 91150, Cendrawasih Lahad Datu, Sabah	5.3661	119.203	1,845.40	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	Ladang Sahabat 27 Peti Surat No. 96, 91150, Cendrawasih	5.36604	119.202	1,755.29	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP

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			Lahad Datu , Sabah											
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 28	Ladang Sahabat 28, Peti Surat No. 96, 91150 , Cendrawasih Lahad Datu , Sabah	5.36617	119.202	2,784.35	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 31	Ladang Sahabat 31, Peti Surat No. 31, 91150 , Cendrawasih Lahad Datu , Sabah	5.28068	119.216	1,895.19	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	Ladang Sahabat 32, Peti Surat No. 31, 91150 , Cendrawasih Lahad Datu , Sabah	5.28128	119.215	1,763.39	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hampanan Badai	Malaysia	Ladang FGVPM Sahabat 33	Ladang Sahabat 33, Peti Surat No. 97, 91150 , Cendrawasih Lahad Datu , Sabah	5.36605	119.203	2,111.90	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Hamparan Badai	Malaysia	Ladang FGVM Sahabat 34	Ladang Sahabat 34, Peti Surat No. 34, 91150, Cendrawasih Lahad Datu, Sabah	5.342668	119.158463	1,839.46	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Hamparan Badai	Malaysia	Ladang FGVS Sahabat 59	STESEN PENYELIDIKAN SAHABAT TAMBISAN/S59, PETI SURAT 02 POS CENDERAWASIH, 91150 LAHAD DATU, SABAH	124.594	9.35632	1,000.43	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Umas	Malaysia	Kilang Sawit FGVI Umas	Kilang Sawit Umas, WDT 43, 91009 Tawau, Sabah	4.5136	117.6509		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Umas	Malaysia	Ladang FGVM Umas 05	Ladang Felda Umas 05, Peti Surat No. 62084, 91028, Tawau, Sabah.	4.475509	117.663655	1772.49	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Umas	Malaysia	Ladang FGVM Umas 06	Ladang Felda Umas 06, Peti Surat No. 61884, 91028, Tawau, Sabah.	4.475509	117.663655	1473.91	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVI Kembara sakti	Kilang Sawit Kembara Sakti, Peti Surat 24, 91150	5.3631	119.0934		Not Certified	2020			Yes	2023	Suspension New Certification

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			Cenderawasih, Sabah										n by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	Ladang Sahabat 30, Peti Surat No. 04, 91150, Cendrawasih Lahad Datu, Sabah	5.32311	119.055	2,159.94	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	Ladang Sahabat 35, Peti Surat No. 35, 91150, Cendrawasih Lahad Datu, Sabah	5.32298	119.055	2,191.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	Ladang Sahabat 40, Peti Surat No. 40, 91150, Cendrawasih Lahad Datu, Sabah	5.312599	119.08475	2,035.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	Ladang Sahabat 41, Peti Surat No. 41, 91150, Cendrawasih Lahad Datu, Sabah	5.362897	119.081981	2,660.44	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 42	Ladang Sahabat 42, Peti Surat No. 42, 91150, Cendrawasih Lahad Datu, Sabah	5.359626	119.045714	2,645.03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 43	Ladang Sahabat 43, Peti Surat No. 43, 91150, Cendrawasih Lahad Datu, Sabah	5.307018	119.048759	1,810.61	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang FGVP Sahabat 53	Ladang Sahabat 53, Peti Surat No. 53, 91150, Cendrawasih Lahad Datu, Sabah	5.32334	119.056	2,060.13	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Kembara Sakti	Malaysia	Ladang GGVP Sahabat 54	Ladang Sahabat 54, Peti Surat No. 54, 91150, Cendrawasih Lahad Datu, Sabah	5.32321	119.056	1768.08	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVP Mercu Puspita	Kilang Sawit Mercu Puspita, Peti Surat 26, 91150 Cenderawasih, Sabah	5.2063	119.0132		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	Ladang Sahabat 07, Peti SuratNo. 77, 91150, Cendrawasih, Lahad Datu, Sabah	5.15222	119.004	2,580.72	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	Ladang Sahabat 46, Peti Surat No. 46, 91150, Cendrawasih Lahad Datu, Sabah	5.15168	119.004	3,706.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	Ladang Sahabat 48, Peti Surat No. 48, 91150, Cendrawasih Lahad Datu, Sabah	5.15154	119.002	2,243.27	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	Ladang Sahabat 08, Peti SuratNo. 77, 91150, Cendrawasih, Lahad Datu, Sabah	5.15222	119.004	2,497.25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	Ladang Sahabat 08, Peti SuratNo. 77, 91150, Cendrawasih,	5.15222	119.004	348.21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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			Lahad Datu , Sabah											
Kompleks Mercu Puspita	Malaysia	Ladang FGVPMSahabat 50	Ladang Sahabat 50, Peti Surat No. 50, 91150 , Cendrawasih Lahad Datu , Sabah	5.15162	119.002	3,649.68	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPMSahabat 51	Ladang Sahabat 51, Peti Surat No. 51 91150 , Cendrawasih Lahad Datu , Sabah	5.15165	119.001	2,545.89	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPMSahabat 52	Ladang Sahabat 52, Peti Surat No. 52, 91150 , Cendrawasih Lahad Datu , Sabah	5.29939	118.986	2,296.75	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPILancang Kemudi	Kilang Sawit Lancang Kemudi, Peti Surat 30, 91150 Cenderawasih, Sabah	5.6230	119.0646		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	Ladang Sahabat 36, Peti Surat No. 36, 91150, Cendrawasih Lahad Datu, Sabah	5.2605	119.141	3,493.95	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	Ladang Sahabat 38, Peti Surat No. 38, 91150, Cendrawasih Lahad Datu, Sabah	5.26904	119.135	2,622.28	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	Ladang Sahabat 39, Peti Surat No. 39, 91150, Cendrawasih Lahad Datu, Sabah	5.2615	119.14	2,284.67	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	Ladang Sahabat 44, Peti Surat No. 44, 91150, Cendrawasih Lahad Datu, Sabah	5.269	119.135	1,501.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Ladang Sahabat 45, Peti Surat No. 45, 91150, Cendrawasih	5.26863	119.135	2,086.96	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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			Lahad Datu , Sabah											
Kompleks Lancang Kemudi	Malaysia	Ladang FGVP Sahabat 10	Ladang Sahabat 10, Peti Surat No. 10, 91150 , Cendrawasih Lahad Datu , Sabah	5.15346	119.004	2,176.55	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVP Embara Budi	Kilang Sawit Embara Budi, Peti Surat 28, 91150 Cenderawasih, Sabah	5.1247	119.0987		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVP Sahabat 11	Ladang Sahabat 11, Peti Surat No. 11, 91150 , Cendrawasih Lahad Datu , Sabah	5.16558	119.144	2,504.40	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	Ladang Sahabat 12, Peti Surat No. 12, 91150 , Cendrawasih Lahad Datu , Sabah	5.16549	119.145	2,042.53	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 17	Ladang Sahabat 17, Peti Surat No. 72, 91150 , Cendrawasih Lahad Datu , Sabah	5.16575	119.146	2,386.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 18 (LADANG RASIONALISASI)	Ladang Sahabat 18, Peti Surat No. 72, 91150 , Cendrawasih Lahad Datu , Sabah	5.165436	119.145958	1,774.81	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 20	Ladang Sahabat 20, Peti Surat No. 58, 91150 , Cendrawasih Lahad Datu , Sabah	5.16523	119.146	1,815.30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 25	Ladang Sahabat 25, Peti Surat No. 91, 91150 , Cendrawasih Lahad Datu , Sabah	5.16507	119.145	2,249.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP
Kompleks Embara Budi	Malaysia	Ladang FGVP M Sahabat 56	Ladang Sahabat 56, Peti Surat No. 56, 91150 , Cendrawasih	5.08016	119.071	1,897.24	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP

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			Lahad Datu , Sabah											
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	STESEN PENYELIDIKAN SAHABAT 17, PETI SURAT 02 CENDERAWASI H, 91150 LAHAD DATU, SABAH	124.565	9.10611	1,862.22	Not Certified				Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu	Kilang Sawit Baiduri Ayu, Peti Surat 29, 91150 Cenderawasih, Sabah	5.0819	118.9400		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	Ladang Sahabat 09, Peti Surat No. 09, 91150 , Cendrawasih Lahad Datu , Sabah	5.10269	118.964	2,038.00	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	Ladang Sahabat 16, Peti Surat No. 16, 91150 , Cendrawasih Lahad Datu , Sabah	5.15203	119.003	1,718.57	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Baiduri Ayu	Malaysia	Ladang FGVP Sahabat 55	Ladang Sahabat 55, Peti Surat No. 55, 91150 , Cendrawasih Lahad Datu , Sabah	5.06309	118.914	1,547.34	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Kilang Sawit FGVPI Tenggaroh Timur	Kilang Sawit Tenggaroh Timur, Karung Kunci No. 524, 81907 Kota Tinggi, Johor	2.0856	104.0077		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVP Tenggaroh Timur 02	Ladang Felda Tenggaroh Timur 02, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim	2.13024	104.006	2999.50	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVP Tenggaroh 12	Ladang Felda Tenggaroh 12, D/a Felda Tenggaroh 05, Wakil Pos Jemaluang, 86810 Mersing, Johor Darul Takzim	2.05676	103.988	2788.86	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Kilang Sawit Sempadi, Peti Surat 39, 95407 Lundu, Sarawak	1.6204	109.9479		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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Kompleks Sempadi	Malaysia	Ladang FGVP Sampadi 01	Ladang Felda Sampadi 01, Peti Surat 18, 94507 Lundu, Sarawak	1.60137	109.934	1,361.82	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVP Sampadi 03	Ladang Felda Sampadi 03, Peti Surat 18, 94507 Lundu, Sarawak	1.54453	109.863	1,286.35	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVP Sampadi 04	Ladang Felda Sampadi 04, Peti Surat 18, 94507 Lundu, Sarawak	1.61904	109.999	2,009.90	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVP Sampadi 05	Ladang Felda Sampadi 05, Peti Surat 18, 94507 Lundu, Sarawak	1.58894	109.996	1,388.15	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVP Sampadi 06	Ladang Felda Sampadi 06, Peti Surat 18, 94507 Lundu, Sarawak	1.61446	110.066	1,761.90	Not Certified	2020			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad	5.4237	118.1455		Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	

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			Datu Sabah Malaysia											
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4212	118.1407	2144.8 8	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4212	118.1407	2023.4 7	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4447	118.1696	1902.0 6	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	

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Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.3641	118.0973	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.3876	118.0719	808.17	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.4609	118.0196	3267.10	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad	5.2372	118.3139	1584.01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP

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			Datu Sabah Malaysia											
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.1994	118.0646	1167.50	Not Certified	2019			Yes	2023	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Mile 76, Jalan Telupid, Sandakan, Sabah	5.6477	117.2938		Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	North	2 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.6468	117.2927	3486.87	Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	Central A	17 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.5358	117.3053	1813.32	Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	
TEOPP Mill	Malaysia	Central B	21 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.5408	117.3413	1820.14	Not Certified	2021			Yes	2024	Suspension New Certificatio n by RSPO CP	

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TEOPP Mill	Malaysia	South	50 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.3405	117.1867	2689.59	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd	Lot No 16, Dulit Land District, Batang Tinjar, Baram, 98000 Miri, Sarawak	3.5886	114.2243		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	Lot 10, Dulit Land District, 98000 Miri, Sarawak	3.4589	114.1504	1729.55	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	Lot 20, Dulit Land District, Long Aya, Tinjar, Baram, 98000 Miri, Sarawak	3.3333	114.0833	2330.03	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	Lot No 16, Dulit Land District, Batang Tinjar, Baram, 98000 Miri, Sarawak	3.5750	114.1583	2333.34	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	Lot 15, Dulit Land District Batang Tinjar, Baram, 98000 Miri, Sarawak	3.4629	114.2916	2140.24	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Kilang Sawit Selancar 2A, Peti Surat 98,	2.6540	103.0183		Not Certified	2019			Yes	2024	Suspension New Certificatio

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			Raub, 27600 Raub, Pahang										n by RSPO CP
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2	Kilang Sawit Chini 2, D/A Bandar Chini 1, 26600 Pekan, Pahang	3.3952	102.9680		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Kilang Sawit Panching, Peti Surat 257, 25730 Kuantan, Pahang	3.8242	103.1672		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Kilang Sawit Kemahang, Peti Surat 35, 17507 Tanah Merah, Kelantan	5.8652	102.0054		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Kilang Sawit Mempaga, 28600 Karak, Pahang	3.5266	101.9790		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Kilang Sawit Sg. Tenggi, 44100 Kuala Kubu Baharu, Selangor	3.5863	101.4157		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Kilang Sawit Trolak, Pejabat Pos Sungkai, 35600 Sungkai, Perak	3.9386	101.3514		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Kilang Sawit Pasoh, 72300 Simpang Pertang, Negeri Sembilan	3.0136	102.2850		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP

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Kompleks Kahang	Malaysia	Kilang Sawit FGVPK Kahang	Kilang Sawit Kahang, Karung Kunci No. 533, 86007 Kluang, Johor	2.0782	103.4953		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPK Air Tawar	Kilang Sawit Air Tawar, Peti Surat 17 Felda Air Tawar Dua, 81920 Kota Tinggi, Johor	1.6670	104.0302		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPK Lok Heng	Kilang Sawit Lok Heng, Peti Surat 55, 81907 Kota Tinggi, Johor	1.7208	104.1200		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPK Semenchu	Kilang Sawit Semenchu, Peti Surat 63, 81907 Kota Tinggi, Johor	1.8639	104.1245		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVPK Tawai 01	Ladang Tawai 01, Mukim Gerik, 33300 Hulu Perak, Perak	5.3800	101.1124	2209.97	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVPK Lawin	Ladang Lawin Tengah, Gerik, 33300 Hulu Perak, Perak	5.2988	103.3552	2,578.94	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	KM23, Jalan Kilang Gula Chuping, 02500 Kangar, Perlis	6.5544	100.3500	127.85	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP
Kompleks Paloh	Malaysia	Ladang FGVPK Paloh	Ladang FGV Paloh, Peti Surat 111,	2.2473	103.3690	1,331.80	Certified				Yes	2025	Suspension New Certificatio

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			86007 Kluang, Johor										n by RSPO CP	
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Jln Abdurahman Saleh No 16, Kecamatan Bangka Belitung Laut, Pontianak Tenggara, Kota Pontianak, Provinsi Kalimantan Barat, Kode Pos 78124 (Regional Office)	0°5'20.931" N	109°35'27.782" E	14385.00	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Jln Abdurahman Saleh No 16, Kecamatan Bangka Belitung Laut, Pontianak Tenggara, Kota Pontianak, Provinsi Kalimantan Barat, Kode Pos 78124 (Regional Office)	0°2'21.164" N	109°36'52.491" E	8193.06	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	

3.3 Details of Nonconformities

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

During this Assessment there were (2) Critical; (1) Minor nonconformities and (2) Opportunity For Improvement raised. The FGV Palm Industries Sdn Bhd - Wa Ha 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 #	2296157-202301-M1	Issued Date	09/01/2023
Due Date	09/04/2023	Closure Date	06/04/2023
Indicator & Category (Critical / Minor)	6.6.1 (Major)		
Statement of Nonconformity:	Charging the workers for recruitment fees are not fully prohibited.		
Requirement Reference:	<p>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 • Withholding of wages 		
Objective Evidence:	<p>From document review of Jabatan Tenaga Kerja FGV established SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment process of foreign workers, it was specified that no recruitment fee will be charge to workers.</p> <p>However, during onsite interview with two (2) foreign workers of Bukit Aping Selatan Estate from India, (Sahim Usam and Poashanth) informed they paid recruitment fee to recruitment agency (New Alfa International, with ref. no.: (36) FGV/LOA/2022 (SCRM) before departure to Malaysia. Therefore, this practice is not in accordance with SOP Jabatan Tenaga Kerja.</p>		
Corrections:	<p>1) Evidence on investigation regarding recruitment fee at estate level by HEP Clerk. 2) Management to conduct awareness regarding recruitment fee to new workers</p>		

Root Cause Analysis:	No monitoring from estate regarding recruitment fees among new workers due to management do not investigate this issues at estate level compared to HQ level at Jabatan Tenaga Kerja (JTK).
Corrective Actions:	Report on investigation by recruitment agent at JTK HQ.
Assessment Conclusion:	<p>On-site Major NC Close-out verification:</p> <p>1) Evidence records of employment fee compensation payment as following: - As per letter of Notification of Perjanjian Penggantian Biaya Perekrutan Payment signed by workers on 8/3/2023 for Prasanth (ID: FW06680171); RM1920; RM1440; RM1440; Total RM4800 - As per letter of Notification of Perjanjian Penggantian Biaya Perekrutan Payment signed by workers on 8/3/2023 for Sahim Akram (ID: FW06680174) RM1920; RM1440; RM1440; Total RM4800</p> <p>2) Evidence records of training to new workers regarding recruitment fee dated on 2/2/2023 by En. Muhammad Hafiz Bin Zaidin</p> <p>3) Records of investigation by recruitment agent at FGVH JTK HQ dated 28/2/2023</p> <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 06/04/2023.</p>

Non-conformity			
NCR Ref #	2296157-202301-M2	Issued Date	09/01/2023
Due Date	09/04/2023	Closure Date	06/04/2023
Indicator & Category (Critical / Minor)	6.2.1 (Major)		
Statement of Nonconformity:	Workers has yet been briefed on the revise Employment Act 1955 (Amendment 2022).		
Requirement Reference:	<p>Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).</p> <p>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>		
Objective Evidence:	<p>Based on document review on training plan for year 2022, found the latest revise Employment Act 1955 (Amendment 2022) not included as one of topic to be briefed to workers. And no evidence of training record was sighted to confirm the topic being brief to workers.</p> <p>Furthermore, the onsite interview with a sample of 7 Wa Ha POM workers informs they not aware on the latest revise Employment Act 1955 (Amendment 2022) which is applicable to them.</p>		

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Corrections:	1) To obtain circular regarding New Employment Act from HR 2) To conduct training regarding New Employment Act to all workers
Root Cause Analysis:	Estate management not conducted training on new Employment Act due to no formal circular regarding new Employment Act yet from HR.
Corrective Actions:	1) To appoint person in charge to follow up new circular from HQ 2) To discuss regarding new circular related new act at management meeting.
Assessment Conclusion:	On-site Major NC Close-out verification: 1) Records of briefing conducted on 12/1/2023 on Penerangan Berkaitan (Akta Kerja) – Pindaan – Total workers: 94 2) Records of training effectiveness form; Form # FPI/L4/QOHSE – 5.4 Rev. 0 3) Records of PIC appointment letter dated 28/2/2023 Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 06/04/2023.

Non-conformity			
NCR Ref #	2296157-202301-N1	Issued Date	09/01/2023
Due Date	Next assessment	Closure Date	Open
Indicator & Category (Critical / Minor)	2.1.2 (Minor)		
Statement of Nonconformity:	System for ensuring legal compliance in place was insufficient.		
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.		
Objective Evidence:	<p>Compliance of the requirements as following was not fully ensured in Wa Ha POM:</p> <ul style="list-style-type: none"> • One (1) unit of Fume Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of Clean Air Regulation 2014 as required. • The mill has consumed of the total of 254,535.00 m3 of water for the time between January 2022 to November 2022. The average water pumped was 764.37 m3 per day, which is above the allowable limit of 600 m3 per day set in the license (BAKAJ – Lesen Abstraktasi Air Untuk Industri, No Fail: BAKAJ/334/300/05/08/08/06) 		
Corrections:	1) Mill Management to conduct awareness regarding Jadwal Pematuhan and DOE requirement by Eksekutif Alam Sekitar (EKAS) Zon. 2) Evidence on submission on notification to DOE 3) Mill to request to BAKAJ to up limitation water usage from 600 to 1000 m3 perday.		
Root Cause Analysis:	Management do not notify DOE on Canopy Hood in Laboratory and not monitor requirement of legal due to lack of awareness for person in charge.		

Corrective Actions:	1) Mill Management to discuss regarding requirement Jadual Pematuhan Alam Sekitar in Environment Performance Management Committee (EPMC) meeting.
Assessment Conclusion:	CAP accepted. Evidence of CAP to be verified during next assessment prior to Minor NC close.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>2296157-202301-I1</p> <p><u>Indicator 7.10.3</u></p> <p>Pollution prevention and impact control implementation in Wa Ha POM could be improve further for the following:</p> <ul style="list-style-type: none"> - Diesel skid tank containment and oil trap - Lubricant store oil trap - Water pump-house containment and oil trap.
OFI 2	<p>2296157-202301-I2</p> <p><u>Indicator 3.2.1</u></p> <p>The estate and mill have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised.</p> <p>One of the issues of concern been identified issued is on medical cost subsidies provided to foreign workers which is only MYR200.00 a year which is not sufficient to cover their outpatient treatment cost. However, management could further improve on the action taken to resolve the issues concern identified in action plan to ensure the foreign workers' medical cost not a burden to them.</p>

Positive Findings	
PF #	Description
PF 1	Good commitment and corporation from the management.
PF 2	Positive feedbacks from internal and external stakeholders.
PF 3	Well maintained labour quarters at the mill and all estates.
PF 4	Generally well implementation of Good Agricultural Practices (GAP).

3.3.1 Status of Nonconformities Previously Identified and Observations

Non-conformity			
NCR Ref #	2152169-202201-N1	Issued Date	13/01/2022
Due Date	Next assessment	Closure Date	09/01/2023

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Indicator & Category (Critical / Minor)	3.7.3 (Minor)
Statement of Nonconformity:	The understanding and interpretation of the Mass balance Records were unable to be demonstrated by the PICs.
Requirement Reference:	Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.
Objective Evidence:	Relevant personals responsible for the RSPO SCCS in the mill were unable to fully understand and interpret the Mass Balance Record (Laporan Tahunan BTS/CPO/KERNEL ISCC/RSPO/MSPO 2021). Therefore, a minor nonconformity was raised.
Corrections:	1. Evidence Group Sustainability HQ (SCCD) Conduct New training for Supply Chain for New PIC 2. To appointed New person in charge to handle Supply Chain related.
Root Cause Analysis:	Due to changes in Person in charge (PIC), new PIC not yet train for RSPO SCCS Training.
Corrective Actions:	Management to decide and discuss in management meeting to submit 2 person who handling supply chain for join the training for back up PIC.
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.
Effectiveness Closure (for previous audit closed Critical NC):	<p>ASA 4 verification:</p> <p>The mill has identified personnel involved in supply chain certification and established committee as per appointment letter no. (05) MSPO/SCC dated 10/07/2022 signed by the Mill Manager. The identified personnel and committee members includes Asst. Managers, Weighbridges Clerks, Operation Supervisors, Laboratory analyst, FFB grader and Axillary Police.</p> <p>The management has conducted training to all workers to ensure the understanding and awareness on the supply chain certification system. Among the training reviewed as follows:</p> <ol style="list-style-type: none"> 1. Supply chain certification personnel by SCCD training dated 20/12/2022 2. Supply chain certification for all workers briefing dated 25/12/2022 <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 09/01/2023</p>

Non-conformity			
NCR Ref #	2152169-202201-N2	Issued Date	13/01/2022
Due Date	Next assessment	Closure Date	09/01/2023
Indicator & Category (Critical / Minor)	2.2.2 (Minor)		

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Statement of Nonconformity:	The contractor was unable to demonstrate compliance to relevant legal applicable laws.
Requirement Reference:	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party. Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available
Objective Evidence:	<p>a. 2 employment contracts for contractor`s workers (Vasan Enterprise and Perniagaan Safei and Sahran) has been sampled which stated that total public holiday is 10 day including 4 mandatory public holiday. It is contradicted with Employment act clause 60(d) which stated total public entitled is 11 days including 5 mandatory public holidays.</p> <p>b. As stated in the Employees Provident Fund Act 1991 section 43, Subject to the provisions of section 52, every employee and every employer of a person who is an employee within the meaning of this Act shall be liable to pay monthly contributions on the amount of wages at the rate respectively set out in the Third Schedule. However, there is no evidence of contribution has been made for 2 contractors (Hudin Enterprise and Vasan Enterprise).</p> <p>c. Sample of pay slips for contractor workers has been taken in FGVPM Bukit Aping Selatan Estate. There is evidence that all contractor provide pay slips to their workers and has been confirmed through interview. However, sighted that some information has not been stated in the pay slips for Hudin Enterprise and contradicted with Employment Regulation 1957 requirement.</p>
Corrections:	<p>1. To appointed New person in charge to handle compliance for Employment Contracts among contractors. Jabatan Tenaga Kerja Wilayah (JTK) will monitor every 6 months.</p> <p>2. Management to ensure all workers in comply with employment act through monthly payroll review for each employee thru meeting with contractors every 6 months.</p>
Root Cause Analysis:	No enforcement by management in monitoring regarding compliance for Employment Contracts among contractors due to changes person in charge to monitor the issues.
Corrective Actions:	No enforcement by management in monitoring regarding compliance for Employment Contracts among contractors due to changes person in charge to monitor the issues
Assessment Conclusion:	Corrective action plan has been reviewed and deemed to be satisfactory to address the Minor Nonconformity. Evidence of the CAP will be verified during next assessment.
Effectiveness Closure (for previous audit closed Critical NC):	<p>ASA 4 verification: FGVPM conduct contractor meeting at Bukit Aping Selatan Estate dated 03/02/2022, attended: -</p> <ol style="list-style-type: none"> 1. Perniagaan Safei & Sharon 2. Hudin Enterprise 3. Vasan Construction Enterprise.

	<p>Agenda discuss contract agreement for contractor include rest-day, annual leave, public holiday, medical leave, working equipment, contract validity, type of work & location, working time, wages, living place, transportation, health check, working equipment, worker work permit & passport, worker insurance, worker medical leave, discipline, ethic, termination employment contract, overtime, pay slip, employer contribution for EPF & SOCSO, guidance for Safety and Health and FGV legal & requirements.</p> <p>FGVPM has appointed En. Muhamad Rezuan Bin Othman, Assistant Manager as person in-charge for Employment Contracts among contractors.</p> <p>Based on pay slip for December 2022 sighted contractors have sample of pay slips for contractor workers has been taken in FGVPM Bukit Aping Selatan Estate. There is evidence that contractor provide pay slips to their workers and has been confirmed through onsite interview.</p> <p>Contractor (Perniagaan Safie & Sharon) is a sole employee which is also an owner for the business. But based on the payslip review, sighted the owner established the payslip with complete information include with wages, SOCSO contribution, advance allowance, gross wages, net wages, total work offer, total working days and annual leave taken.</p> <p>Contractor (KSS Bina Sdn Bhd C160304-N) has hired sub-contractor Pelangi Mercu Enterprise (supply manpower) with letter dated 08/06/2022.</p> <p>Employment contracts for contractor`s workers (KKS Bina Sdn Bhd C160304-N) two (2) samples have improved public holiday is 11 days including 5 mandatory public holidays as per Employment act clause 60(d).</p> <p>Document review, sighted that some information been stated in the pay slips for KSS Bina Sdn Bhd as follow:</p> <ul style="list-style-type: none"> - 1 payslip information, employer contribution (EPF, SOCSO and SOCSO Insurance), employee deduction (EPF, SOCSO and SOCSO Insurance), task day offer, normal working day, rest-day, annual leave, medical leave, overtime (normal, rest-day and public holiday). <p>Based on the evidence verified, the CAP was effectively addressing the issue, hence, Major NC was closed on 09/01/2023</p>
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Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: Nil</p> <p>Verification / Follow-up actions: N/A</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
1652907-201804-M1	Major	4.6.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M2	Major	4.6.5	19/07/2018	Closed out on 3/1/2019

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1652907-201804-M3	Major	4.7.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M4	Major	4.7.4	19/07/2018	Closed out on 3/1/2019
1652907-201804-M5	Major	4.8.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M6	Major	8.1.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M7	Major	5.1.1	19/07/2018	Closed out on 3/1/2019
1652907-201804-M8	Major	5.3.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-M9	Major	5.2.2	19/07/2018	Closed out on 3/1/2019
1652907-201804-N1	Minor	4.5.2	19/07/2018	Closed out on 8/1/2020
1652907-201804-N2	Minor	4.8.2	19/07/2018	Closed out on 8/1/2020
1652907-201804-N3	Minor	4.5.3	19/07/2018	Closed out on 8/1/2020
1652907-201804-N4	Minor	4.7.5	19/07/2018	Closed out on 8/1/2020
1652907-201804-N5	Minor	5.6.3	19/07/2018	Closed out on 8/1/2020
1871591-202001-M1	Major	6.2.4	08/01/2020	Closed out on 31/3/2020
1871591-202001-M2	Major	2.1.1	08/01/2020	Closed out on 31/3/2020
1871591-202001-N1	Minor	7.3.3	08/01/2020	Escalated to Major NC. Refer 2032442-202103- M2
2013042-202101-M1	Major	3.4.3	21/01/2021	Closed on 21/04/2021
2013042-202101-M2	Major	6.2.3	21/01/2021	Closed on 21/04/2021
2032442-202103-M1	Major	3.4.3	12/03/2021	Closed on 25/05/2021
2032442-202103-M3	Major	7.3.3	12/03/2021	Closed on 25/05/2021
2032442-202103-M3	Major	7.3.2	12/03/2021	Closed on 25/05/2021
2032442-202103-N2	Minor	4.2.2	12/03/2021	Escalated to Critical due to Reoccurrence – ASA3
2032442-202103-N2	Minor	7.11.3	12/03/2021	Closed on 13/01/2022
2152169-202201-M1	Critical	3.6.1	13/01/2022	Closed on 03/03/2022
2152169-202201-M2	Critical	4.2.2	13/01/2022	Closed on 03/03/2022
2152169-202201-N1	Minor	3.7.3	13/01/2022	Closed out on 09/01/2023
2152169-202201-N2	Minor	2.2.2	13/01/2022	Closed out on 09/01/2023
2296157-202301-M1	Critical	6.6.1	12/01/2023	Closed out on 06/04/2023
2296157-202301-M2	Critical	6.2.1	12/01/2023	Closed out on 06/04/2023
2296157-202301-N1	Minor	2.1.2	12/01/2023	Open

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss FGV Palm Industries Sdn Bhd - Wa Ha 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)
External Contractor	Perniagaan Safei & Sharon	Face to face interview
External Community	Sek Keb. Bandar Easter	Face to face interview
Government Department	Pondok Polis Felda Simpang Wa Ha	Face to face interview
External Smallholder	Mohaideen Saldu	Face to face interview
External Supplier	Koperasi Pembangunan Kg. Tersusun Mawai	Face to face interview
External Supplier	Santex Enterprise	Face to face interview
Internal Union	Wakil Kesatuan	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: A contractor interviewed is Perniagaan Safei & Sharon, who’s a machinery’s driver with services provided on JCB services for road maintenance in estate. Onsite interview, contractor agreed that good relationship has been established between Wa Ha Complex managements. He informed that he understands on the standard provided by Wa Ha Complex to be follow before started work in each estate’s field. Outcome from the interview, the contractor informed his company’s payment terms with Wa Ha Complex’s is within 30 days. The contractor informed he been invited into stakeholders’ consultation meeting annually by Wa Ha Complex and being briefed regarding RSPO & MSPO standards and requirement.</p> <p>Audit Team verification and response: Document review on the invoice and payment voucher from sampled estate verified the payment is meet the timeline.</p>

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	<p>Document review on stakeholder consultation meeting from sampled estates verified the contractor’s name is in the attendance list. No further issues of concern.</p>
<p>2</p>	<p>Feedbacks: Onsite interviewed with teacher from Sek Keb Bandar Easter with service to provides comprehensive education to local community’s children which is not only from FGV mill and estate, but also outside the FGV Wa Ha complex. Onsite interview, the teacher agreed that good relationship has been established between Wa Ha Complex’s managements. He thanks to the management for the support on providing manpower from FGV Group’s towards the prepared for cleanliness to give a comfortable and convenience compound to students. He welcomed the management for the supportive to the school administration of all the request to deliver good education initiative to all students especially those from FELDA children. He informed he is being invited into stakeholders’ consultation meeting annually by FGV mill and estate, been briefed regarding RSPO & MSPO standards and requirement. He has proposal to FGV Group regards to monetary aids for tuition initiative to students for critical subject e.g mathematic, English and science.</p> <p>Audit Team verification and response: Management has appreciated on the positive commentary from the school. Management will have discussion with the school regarding on the proposal. No further issues of concern.</p>
<p>3</p>	<p>Feedbacks: Onsite interviewed with constable from Polis Diraja Malaysia (PDRM) Pondok Polis FELDA Simpang Wa Ha with service to provides security and safety to local community within FELDA Wa Ha Complex. Onsite interview, the constable agreed that good relationship has been established between Wa Ha Complex’s managements. He welcome management for the supportive by FELDA security which always available for cooperation to ensure the housing security at the highest level. He informed his incharge from Pondok Polis FELDA Simpang Wa Ha is being invited into stakeholders’ consultation meeting annually by FGV mill and estate, been briefed regarding RSPO & MSPO standards and requirement. He has proposal to FGV Group regards to their housing conditions are needed an intention especially on the maintenance which is currently is under FELDA jurisdiction and not from their head office in Kota Tinggi.</p> <p>Audit Team verification and response: Management informed the Pondok Polis is under FGV Easter Estate, they will assist to communicate with the management to inform on the proposal for further action. No further issues of concern.</p>
<p>4</p>	<p>Feedbacks: Onsite interviewed with representative from smallholder (Mohaideen Saldu) and collecting centers (Koperasi Pembangunan Kg. Tersusun Mawai and Santex Enterprise) with service to provides and supply FFB to Wa Ha Palm Oil Mill. Onsite interview, them agreed have good relationship established with Wa Ha Complex’s managements. He welcome management for the supportive on allowing them to accept their palm products (FFB) from their place. They are also being invited into stakeholders’ consultation meeting annually by FGV mill and estate, been briefed regarding RSPO & MSPO standards and requirement.</p>

	<p>They have proposal to FGV Group on ensuring the current relationship between both parties remain unchanged and will continue for the good of increased the quality of sustainable FFB products.</p> <p>Audit Team verification and response: Management has appreciated on the positive commentary from the suppliers. Management will always have remained these good communications. No further issues of concern.</p>
5	<p>Feedbacks: Onsite interviewed with elected union representative from mill inform he is agreed have good relationship established with Wa Ha Complex’s managements. He welcome management for the supportive on building relations and help to workers needs in Wa Ha Complex. He informed being invited into various meeting not only into stakeholders’ consultation meeting in regularly by FGV mill and estate, to discuss the workers need to follow all standards and all requirements. They have proposal to FGV Group on ensuring the current relationship between both parties remain unchanged and will continue for the good of increased the quality life of workers living.</p> <p>Audit Team verification and response: Management has appreciated on the positive commentary from union. Management will always have remained these good communications. No further issues of concern.</p>

List of land owner / user contacted					
Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not applicable since the land is belonged to FELDA. Based on the land title, the land is belonged to FELDA (government land) and FELDA land was leased to FGV. Based on stakeholder consultation, there is no land encroachment from FGV to other smallholders as a land user in FELDA land too.					

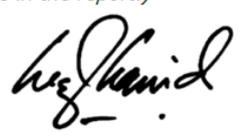
Previous land owner / user comment	
Nil	<p>Feedbacks: N/A</p> <p>Audit Team verification and response: N/A</p>

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 FGV Palm Industries Sdn Bhd - Waha 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 FGV Palm Industries Sdn Bhd - Waha Palm Oil Mill is remain certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Hafriazhar Mohd. Mokhtar	Name: NOROLSAIFUL HAZRI BIN HAMID
Company Name: BSI Services Malaysia Sdn Bhd	Company Name: FGV HOLDINGS BERHAD
Title: Team Leader	Title: Sustainability Manager
Signature: 	Signature: <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: 02/05/2023	Date: 15 MAY 2023

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance	
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	<p>Wa Ha POM sent latest to all its stakeholders that specified RSPO P&C documentation is available for public dated 05/10/2021 and Bukit Aping Selatan Estate dated 11/01/2021.</p> <p>List of documents that made publicly available as below:</p> <ol style="list-style-type: none"> 1. Land title 2. OSH plan 3. Environmental and social management plan 4. SEIA report 5. HCV report 6. Complaint and grievance procedure 7. Land dispute procedure 8. Policies such as Human Rights and Group Sustainability <p>Besides, documents such as company’s policies, Supplier Code of Conduct and grievance procedure is accessible by the stakeholders via www.fgvholdings.com/sustainability/.</p>	Complied
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	<p>There is evidence that information that has been provided is appropriate language which is Bahasa Malaysia and has been confirmed accessible by the stakeholders’ base on the interview.</p>	Complied

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1.1.3	<p>(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -</p>	<p>Requests made by DOE Branch Pengerang via Field Citation; Date: 10/10/2022; Response date: 20/10/2022; Ref. # (05)860/4058/WA HA/JAS; Date received: 25/10/2022.</p> <p>Wa Ha POM, request for any information has been recorded in the form title 'Borang permohonan informasi, Wa Ha POM'.</p> <p>Wa Ha POM recorded with one (1) request for information from government bodies for year 2022. While Bukit Aping Selatan Estate, there is no request of information has been received for year 2022.</p> <p>From document review, both mill and estate management responded to all request and inquiries in a timely manner with acknowledgement and date.</p>	Complied
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate adopt FGV Group 'Prosedur Komunikasi, Penglibatan, dan Rundingan' with Doc. No.: FGV/FGVPM/II/IMS/15/006.</p> <p>Onsite visit observed both mill and estate displayed at office notice board in Bahasa Malaysia.</p> <p>Document review, mill and estate communicate communication procedure to workers and external stakeholders with below dates.</p> <ol style="list-style-type: none"> 1. Wa Ha POM conduct briefing on 05/04/2022 attended with 100 workers. 2. Wa Ha POM and Aping Selatan Estate conduct combine briefing on 20/10/2022 attended with 32 external stakeholders. 3. Bukit Aping Selatan Estate conduct briefing on 12/01/2022 attended with 47 workers. 	Complied
1.1.5	<p>There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate established List of Stakeholders where details of the stakeholders such as address,</p>	Complied

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		<p>contact person and contact numbers are available in the stakeholder list.</p> <p>List of stakeholders updated as follow:</p> <ol style="list-style-type: none"> 1. Bukit Aping Selatan Estate on 03/01/2023 2. Wa Ha POM on 12/01/2023 <p>Stakeholders comprise of government authorities, suppliers, contractors, local communities, schools and external FFB suppliers.</p>	
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	<p>A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts.</p> <p>- Minor compliance -</p>	<p>FGV Group established Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes.</p> <p>Based on the policy review, describes with objectives and guideline of FGV Group of Compliance to the fulfilment of FGV's commitment with regard on sustainability matter.</p> <p>As supplement to the policy, FGV Group established Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) to incorporated various aspect of committing to a code of ethical conduct and integrity.</p> <p>FGV Group established Supplier Code of Conduct and available at company's website www.fgvholdings.com/sustainability/ (Doc. Version: 01/05/2020). Based on website review, describes the outlined of business ethics & integrity to all suppliers.</p>	Complied
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate have implemented and monitor the compliance of the policy through agreement and the Supplier Code of Conduct (SCOC). Sampled the SCOC for contractors as below:</p> <p><u>Wa Ha POM</u></p>	Complied

		<ol style="list-style-type: none"> 1. Kaizen Cemerlang Enterprise 2. Watisas Sdn Bhd 3. Hamidah Aziz <p><u>Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. Perniagaan Safei dan Sahran 2. KSS Bina Sdn Bhd <p>FGV Group established Whistleblowing Policy Doc. No.: FGV/ GGD/ POL/ 001 dated 17/11/2020 with no changes. The policy describes the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Group of Companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p>	
<p>Principle 2: Operate legally and respect rights</p>			
<p>Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.</p>			
<p>2.1.1</p>	<p>(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -</p>	<p>The operating units continued to comply with the legal requirements. Among the evidence of legal compliance as follows:</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. MPOB license no. 616064002000, valid till 31/12/2023 2. Permit for Scheduled Controlled Goods, Diesel and Petrol Purchase permit no. KPDNKK.J.KTG/PERMIT KHAS 0618(PD), valid till 12/03/2023 	<p>Complied</p>

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		<p><u>FGVPI Wa Ha Palm Oil Mill</u></p> <ol style="list-style-type: none"> 1. MPOB license no. 500171704000, valid till 31/03/2023 2. Water diversion and abstraction license no. 08/A/KT/007, valid till 31/12/2023 3. DOE license no. 04743, valid till 30/06/2023 4. License for private Installation no. 2022/03850, valid till 30/12/2023 5. Permit for Scheduled Controlled Goods, Diesel permit no. KPDKK.J.KTG/PERMIT 0092 (PD), valid till 25/05/2023 6. Weighbridge calibration <ol style="list-style-type: none"> a. Weighbridge calibration Certificate no. B246524790 with safety sticker no. DE18005057 dated 07/06/2022 b. Weighbridge calibration Certificate no. 0021514-68K with safety sticker no. DE18005028 dated 24/02/2022 7. Machineries fitness certificate <ol style="list-style-type: none"> a. Air receiver tank, PMT-JH/22 194101, valid till 04/03/2024 b. Air compressor, PMT-JH/22 194094, valid till 04/03/2024 c. Steriliser, PMT-JH/22 194096, valid till 04/03/2024 8. Competent Person <ol style="list-style-type: none"> a. Authorised Entrant and Standby Person for Confined Space <ol style="list-style-type: none"> i. NW-ECRO-AE-R-3594-U, valid till 11/04/2024 ii. NW-ECRO-AE-R-5226-U, valid till 02/06/2024 	
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		<p>iii. NW-ECRO-AE-R-3595-U, valid till 11/04/2024</p> <p>iv. NW-ECRO-AE-R-5374-U, valid till 04/07/2024</p> <p>b. CePSWaM/04392</p> <p>c. CePPOME/2213227</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>FGV has established SOP on track changes, monitoring, implementation and compliances of legal and other requirement. Refer doc. no ML-1A/L2-PR6 (0) dated 01/06/2016.</p> <p>Identification and documentation of applicable legal requirements is guided by Manual Procedure, Legislation, Other Requirements and Compliance Assessment.</p> <p>The applicable legal requirements for the mill and estate were registered in "Perundangan, Lain-lain Keperluan dan Penilaian Pematuhan" (Legislation, Other Requirements and Compliance Assessment); Document Number: FGV/FGVPM/II/IMS/15/002 which was last updated on 11/11/2021. The register has info about:</p> <ul style="list-style-type: none"> • Legal and Other Requirements • Enforcer Body • Main requirement • Enforcement standard • Penalty (RM) • Responsible Departments • Compliance status <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. Reviewed the latest</p>	Non-compliance

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		<p>reviewed on List of Legal and Other Requirement dated 01 – 04/11/2022 with changes on applicable legal as follows:</p> <ol style="list-style-type: none"> 1. Malaysian Palm Oil Board (licensing) regulations 2005 2. Malaysian Palm Oil Board Order (CESS) 2019 3. MPOB enforcement (licensing) circular no. Pk (EL) MPOB 03/2022 <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>However, it was found that the compliance of the requirements as following was not fully ensured in Wa Ha POM:</p> <ul style="list-style-type: none"> • One (1) unit of Fume Hood in Laboratory found not having Written Approval or Notified to DOE under Regulation 5 of Clean Air Regulation 2014 as required. • The mill has consumed of the total of 254,535.00 m3 of water for the time between January 2022 to November 2022. The average water pumped was 764.37 m3 per day, which is above the allowable limit of 600 m3 per day set in the license (BAKAJ – Lesen Abstraktasi Air Untuk Industri, No Fail: BAKAJ/334/300/05/08/08/06) <p>This indicated that the system for ensuring legal compliance in place was insufficient. Hence a noncompliance has been raised.</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>Estate legal boundaries was clearly demarcated with security trenches and fencing. Sighted during site visit at field PM 10P adjacent with FELDA Easter Estate.</p>	Complied
<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>Wa Ha POM and Bukit Aping Selatan Estate maintain list of contracted parties as parts of their stakeholders includes internal such as employee and workers union and external stakeholders such as FFB suppliers, contractors, transporters and government department.</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>FGVPM conduct contractor meeting at Bukit Aping Selatan Estate dated 03/02/2022, attended: -</p> <ol style="list-style-type: none"> 1. Perniagaan Safei & Sharon 2. Hudin Enterprise 3. Vasan Construction Enterprise. <p>Agenda discuss contract agreement for contractor include rest-day, annual leave, public holiday, medical leave, working equipment, contract validity, type of work & location, working time, wages, living place, transportation, health check, working equipment, worker work permit & passport, worker insurance, worker medical leave, discipline, ethic, termination employment contract, overtime, pay slip, employer contribution for EPF & SOCSO, guidance for Safety and Health and FGV legal & requirements.</p> <p>FGVPM has appointed En. Muhamad Rezuan Bin Othman, Assistant Manager as person in-charge for Employment Contracts among contractors.</p> <p>Based on pay slip for December 2022 sighted contractors have sample of pay slips for contractor workers has been taken in FGVPM Bukit Aping Selatan Estate. There is evidence that contractor provide pay slips to their workers and has been confirmed through onsite interview.</p> <p>Contractor (Perniagaan Safie & Sharon) is a sole employee which is also an owner for the business. But based on the payslip review,</p>	Complied

		<p>sighted the owner established the payslip with complete information include with wages, SOCSO contribution, advance allowance, gross wages, net wages, total work offer, total working days and annual leave taken.</p> <p>Contractor (KSS Bina Sdn Bhd C160304-N) has hired sub-contractor Pelangi Mercu Enterprise (supply manpower) with letter dated 08/06/2022.</p> <p>Employment contracts for contractor`s workers (KKS Bina Sdn Bhd C160304-N) two (2) samples have improved public holiday is 11 days including 5 mandatory public holidays as per Employment act clause 60(d).</p> <p>Document review, sighted that some information been stated in the pay slips for KSS Bina Sdn Bhd as follow: -</p> <p>1 pays lip information, employer contribution (EPF, SOCSO and SOCSO Insurance), employee deduction (EPF, SOCSO and SOCSO Insurance), task day offer, normal working day, rest-day, annual leave, medical leave, overtime (normal, rest-day and public holiday).</p>	
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>All contractors and FFB suppliers` contracts contains specific clauses contain clauses disallowing child, forced and trafficked labour as per stated in the Supplier Code of Conduct, FGV Group.</p> <p>Wa Ha POM and Bukit Aping Selatan Estate have implemented and monitor the compliance of the policy through agreement and the Supplier Code of Conduct (SCOC). Sampled the SCOC for contractors as below:</p> <p><u>Wa Ha POM</u></p> <ol style="list-style-type: none"> 1. Kaizen Cemerlang Enterprise 2. Watisas Sdn Bhd 	Complied

		<p>3. Hamidah Aziz</p> <p><u>Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. Perniagaan Safei dan Sahran 2. KSS Bina Sdn Bhd 	
<p>Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.</p>			
<p>2.3.1</p>	<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 received certified FFB from 1 supplying estate, FGVPM Bukit Aping Selatan Estate. The mill also received uncertified FFB from 32 registered FFB supplier consist of 10 FELDA/FTPSB Estate, 1 small estate, 5 smallholders and 10 FFB dealers.</p> <p>The mill has established register of FFB supplier. In the register stated the supplier name, manager/owner, contact no., MPOB license no. and validity period, planted area, farm/estate coordinate, land ownership, and RSPO/MSPO certified. The mill has kept copy of relevant document for references. Reviewed the sampled supplier document as follows:</p> <p>Smallholders/Small Estate</p> <ol style="list-style-type: none"> 1 Supplier Name: Arummugam MPOB license no.: 462803-701000 Planted area:11.62 ha Geo-location: 1° 47' 14.6"N, 103° 57' 44.8"E 2 Supplier Name: Ali Moideen MPOB license no.: 834443-001007 Planted area:27.85 ha Geo-location: 1° 51' 8.5"N, 103° 58' 44.6"E 	<p>Complied</p>

		<p>FFB Dealer</p> <p>1 Supplier Name: Scope Sniper MPOB license no.: 619547015000 Planted area: - Geo-location: 1° 48' 50.55"N, 104° 7' 21"E</p> <p>2 Supplier Name: Ban Long Oil Palm MPOB license no.: 560249015000 Planted area: - Geo-location: 2° 4' 35.94"N, 103° 17' 46.14"E</p>	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>The mill has established information for all indirectly sourced FFB documented in Supplier Base Details of Tier 1 Suppliers – Dealer/Collection Centre (Tier 1 Sheet). In the register stated the Supplier, address, MPOB License no., planted area and geolocation. Reviewed the FFB supplier for FFB dealer named Bingan Jaya, Wan Le Hin Enterprise, Azam Nadi Kota Enterprise and Scope Sniper Enterprise.</p>	Complied
<p>Principle 3: Optimise productivity, efficiency, positive impacts and resilience</p>			
<p>Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.</p>			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The annual business plan is available. The document is in the form of annual budget and the projection for 4 years prepared as guidance for future planning. Reviewed 4 years business plan FY 2023 – 2026.</p> <p>For mill, the business plan contains FFB processed, production of CPO, PK and processing cost. The Component of operating expenditure among others includes;</p>	Complied

		<ul style="list-style-type: none"> i. Process labor, ii. Maintenance external, maintenance parts, iii. Consumable, EVIT, iv. Admin cost, v. Labor overhead. <p>For estate the budget contains palm year of planting, age categories, and FFB production.</p> <p>Component of operating expenditure includes:</p> <ul style="list-style-type: none"> 1. Maintenance and supervision <ul style="list-style-type: none"> a. Weeding b. Manuring c. Drain d. Road and bridges e. Water and soil conservation f. Pruning g. Palm sanitation h. boundaries i. Supply j. General supervision 2. FFB Collection <ul style="list-style-type: none"> a. Labour 	
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		<ul style="list-style-type: none"> b. Transportation/Evacuation c. Supervision d. Tools <p>Inclusive in the business plan is also Capital Expenditure (CAPEX) among others showing expenditure on replacement and purchase of machinery/equipment.</p> <p>The profit and loss statement were made available prepared by the Regional office.</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>Replanting planned for the palm older than 25 years, non-performance field (yield) and ganoderma infected palm.</p> <p>Reviewed the replanting program FY 2020 – 2027 as follows:</p> <table border="1" data-bbox="1137 815 1933 1118"> <thead> <tr> <th rowspan="2">Estates</th> <th colspan="5">Ha/ Year</th> </tr> <tr> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> <th>2026</th> </tr> </thead> <tbody> <tr> <td>FGVPM Bukit Aping Selatan</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>94.43</td> <td>0.00</td> </tr> </tbody> </table> <p>It was verified that he replanting for FGVPM Bukit Aping Selatan for the year 2025 is at non-peat land area.</p>	Estates	Ha/ Year					2022	2023	2024	2025	2026	FGVPM Bukit Aping Selatan	0.00	0.00	0.00	94.43	0.00	Complied
Estates	Ha/ Year																			
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3.1.3	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake.</p> <p>- Minor compliance -</p>	<p>The operating units conducted the management review at minimum of once a year. The minutes meeting was available for review operating units.</p> <p>FGVPM Bukit Aping Selatan Estate</p>	Complied																	

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		<p>The latest management review meeting was conducted on 02/01/2023. In the minutes meeting conducted discussed agenda as follows:</p> <ol style="list-style-type: none"> 1. Audit results 2. Social 3. Environmental 4. Laws, Regulations and Other Requirements 5. Management documents <p><u>PGVPI Wa Ha POM</u></p> <p>The latest management review meeting was conducted on 28/12/2022. In the minutes meeting conducted discussed agenda as follows:</p> <ol style="list-style-type: none"> 1. Audit results 2. Social 3. Environmental 4. Economy 5. Laws, Regulations and Other Requirements 6. Policy 7. Management documents 	
<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>			
3.2.1	<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>For FGVPM Bukit Aping Selatan, documented as Continuous Improvement Plan as following:</p> <p>Objective: To maximize recycling</p> <p>Target: Reducing waste or generation of by products</p>	OFI

		<p>Actions:</p> <ul style="list-style-type: none"> - EFB application in field - Reuse of empty fertilizer beg for rubber PND - Reuse of empty chemical container as premix storage <p>Period: 1/1/2022 – 31/12/2022</p> <p>Objective: Prevention of GHG pollution Target: GHG prevention control</p> <p>Actions:</p> <ul style="list-style-type: none"> - Zero burning and environmentally friendly campaign - Reduction of diesel usage - Increase of organic fertilizer usage - Reduction of poisonous chemical use - Increase recycling campaign - Zero open burning campaign <p>Period: 1/1/2022 – 31/12/2022</p> <p>Wa Ha POM and Bukit Aping Selatan Estate established and identified social impact with plans highlighted as below:</p> <p><u>Wa Ha POM</u></p> <table border="1" data-bbox="1151 1161 1930 1241"> <thead> <tr> <th>No</th> <th>Impact</th> <th>Aspect</th> <th>Risk</th> <th>Risk rating</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	No	Impact	Aspect	Risk	Risk rating						
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		1.	Piping system to worker housing was very old and rusty	Clean water	Disruption to user. Users have to acquire and purchase from outside	High	
		2.	Domestic waste from housing collected once a week affected the hygiene to the residences	Domestic waste management	Cleanliness effected due to the overloaded.	Extreme	
		3.	Worker doesn't know the status of progress for their housing maintenance	Complaint procedure	Unrepair damages may cause to big problem. Worker has to repair their own.	Extreme	
		4.	Concern of electrical short-circuit due to the old wiring still exist.	Housing inspection and safety	Burned down or short-circuit incident may occurred	Extreme	

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		5.	Contract worker didn't aware on the public holiday because it was not displayed.	Public holiday	Workers didn't know public holiday.	Extreme																
<u>Bukit Aping Selatan Estate</u>																						
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		3.	Feedback from school management on the FFB lorry used main road in front of the school main gate during morning and afternoon.	Road traffic and students' safety during morning and afternoon.	Traffic congestion Student safety Lorry smoke	Extreme	
		4.	Gender committee budget for paperwork proposed to management yet to approved.	Financial budget for gender committee program	Gender committee activities affected Committee own expenses Committee involvement reduce	Extreme	
		5.	Construction of 12 units workers housing stop due to contractor's issued	Workers' housing	Workers to rental outside house. Increase of worker's monthly expenses	Extreme	

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		<table border="1"> <tr> <td data-bbox="1144 368 1218 667">6.</td> <td data-bbox="1218 368 1464 667">Workers did not get copy of employment contract agreement to understand their annual leave and termination contract.</td> <td data-bbox="1464 368 1644 667">Copy of reference employment contract agreement with understand language by workers</td> <td data-bbox="1644 368 1809 667">Workers unable to understand on their rights.</td> <td data-bbox="1809 368 1937 667">High</td> </tr> </table>	6.	Workers did not get copy of employment contract agreement to understand their annual leave and termination contract.	Copy of reference employment contract agreement with understand language by workers	Workers unable to understand on their rights.	High	
6.	Workers did not get copy of employment contract agreement to understand their annual leave and termination contract.	Copy of reference employment contract agreement with understand language by workers	Workers unable to understand on their rights.	High				
<p>3.2.2 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.</p>		<p>Opportunity for Improvement: The estate and mill have established the main social and environment improvement plans as stated in the Continuous Improvement Plans. The Continues Improvement Action plan have been developed based on the areas and issues of concern that have been raised.</p> <p>One of the issues of concern been identified issued is on medical cost subsidies provided to foreign workers which is only MYR200.00 a year which is not sufficient to cover their outpatient treatment cost.</p> <p>However, management could further improve on the action taken to resolve the issues concern identified in action plan to ensure the foreign workers' medical cost not a burden for them.</p>	Complied					

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	<p>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of Wa Ha POM and Bukit Aping Selatan Estate’s metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics from Dec 2021 – Nov 2022 (counting back from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics.</p>	
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
<p>3.3.1</p>	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Mill holds three SOP and documentation available at the mill for review. Noted the Sustainable Palm Oil Manual Procedure, Safety working procedure and Quality, Occupational Health, Safety and Environmental Procedure.</p> <p>Sighted the latest review in Sustainability Palm Oil Manual on procedure for competency, awareness and training dated 01/06/2016.</p> <p>FGVPISB has established mechanism to monitor the implementation of their procedure by Mill/Plantation Advisor Visit, Agronomist Visit, Mill Quality Control Unit and Audit on compliance to SOP (P&D). The visit conducted on annually basis.</p> <p>The mill processing system is documented in the following documents;</p> <p>a) Manual Operasi Kilang Sawit (Palm Oil Mill Operation Manual) first introduced on 02/01/2001 & revised dated 23/10/17</p> <p>b) Prosedur Kerja Selamat (Safe Working Procedures)</p>	<p>Complied</p>

		<p>c) Manual Alam Sekitar EMS (Environmental Management System Manual)</p> <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, dispatches etc. In addition, there are also manuals available within the industry and MPOB that are used as guidelines.</p> <p>The SOP for the estates operations are available which is prepared on Group basis. There are levels of the documentation identified as follows;</p> <ol style="list-style-type: none"> 1. Manual Ladang Sawit LESTARI revision 3 dated 01/09/2017 2. Occupational Safety and Health Guideline dated 01/02/2020 and addition issue dated 12/06/2020 	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>A mechanism to check was accordance to Mill Advisory and a Planting Advisory inspect and report on the operations on annual basis. There were other audits by Group internal audit and CDD to ensure compliance against company policy and procedure with regards to operation, finance as well as safety, health and welfare requirements.</p>	Complied
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>Records of monitoring were well maintained by the estates and mill. Among the records verified were the daily grading report, internal audit report, agronomist report and mill & plantation advisor report. Based on the report, appropriate actions were recommended and adhered to by the respective units.</p>	Complied

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		<p>Reviewed the sampled visit reports and action taken by the operating units as follows:</p> <ol style="list-style-type: none"> 1. Regional Controller Report for visit conducted 25/07/2022 2. Agronomist report for visit conducted on 07/04/2022 	
<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.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPM Bukit Aping Selatan Estate established as per Report on Environmental Aspect Impact of Estate Activities, Waste and Pollution documented in the following:</p> <ul style="list-style-type: none"> - Identification aspect and evaluation of impact; Form # FGV/FGVPM/IV/IMS/15/1.6; Rev. 1; Date: 19/4/2022 - Register of significant impact; Form # FGV/FGVPM/IV/IMS/15/1.7; Rev. 0; Date: 19/4/2022 <p>FGVPISB Wa Ha POM established based on Procedure of Identification of Environmental Aspect, Evaluation of Impact and Determination of Control; Doc. # FGV/ML-1A/L2-Pr1; Rev. 0; Effective date: 1/6/2016 documented in the following:</p> <ul style="list-style-type: none"> - Identification of Environmental Aspects and Evaluation of Significance Form; Form # FPI/QOHSE-1.7; Rev. 0; Update: 15/12/2022 - Significant Environmental Aspects and Impacts Register; Form # FPI/L4/QOHSE-1.8; Rev. 0; Update: 15/12/2022 <p>Latest review meeting was conducted on 9/11/2022 as per minutes of meeting ref. # 4/2022 by OSH and Environmental Committee chaired by Mill Manager.</p> <p>Wa Ha POM and Bukit Aping Selatan Estate established individual Social Management Plan for year 2022 with focus area through a</p>	<p>Complied</p>

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		<p>participatory methodology involved workers and external stakeholders by producing input and output includes the following.</p> <ol style="list-style-type: none"> 1. Organization information 2. Scope of assessment & team 3. Methodology assessment timeline, approach and parameters 4. SEAI matrix and findings. 5. Mitigation plan for improvement 6. Summary of the assessment 7. Benefit acquired <p>The management plan reviewed at respective individual sites with presence of the Headquarters representatives, 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 aspect and impact analysis for all operations in mill and estate are documented revised annually with latest review on 4/1/2022. Among activities/operations covered for the aspect and impact assessment including the following:</p> <p>- Mill: Effluent Treatment EFB Storage, Engine Room Operations Laboratory, Boiler Operations Workshop Operations, CPO Storage Sterilization, Diesel Reception/Storage Chemicals Storage & Decanter Operation Scheduled Wastes Storage etc.</p> <p>Estate: Poisoning of VOPs/ woodies, Vehicle maintenance by Contractors, Circle Spraying EFB Application, Management of Empty Containers, Fertilizer Storage /Application, Rat Baiting Grass Slashing, Diesel Reception Chemicals Storage & Triple Rinsing Grading of FFB etc</p> <p>Wa Ha POM and Bukit Aping Selatan Estate established individual</p>	Complied

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		<p>Social Management Plan for year 2022 with focus area through a participatory methodology involved workers and external stakeholders by producing input and output includes the following.</p> <p>Management plan is incorporated the objectives, category, action, frequency, person in charge and monitoring period.</p> <p>Review document, both management includes matters as follow:</p> <ol style="list-style-type: none"> 1. 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). 2. To contribute to local communities’ development 3. Community and employee alert on the present pandemic COVID-19 4. PPE issuance and compliance for employees 5. Domestic waste disposal 6. Enhance understanding on safety guidelines in mill. 7. Health awareness among employees. 8. Audiometric test awareness among employees. 	
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>Implementation of environmental management plan for mill and estate includes the following:</p> <ul style="list-style-type: none"> - Plan to avoid negative impact and to promote positive impacts. - Reduction disposal of waste taking into consideration of social responsibilities. - Plan to reduce pollution and release of GHG 	Complied

		<p>Development and implementations.</p> <p>Wa Ha POM and Bukit Aping Selatan Estate established individual Social Management Plan for year 2022 available includes information i.e issues, management plan, PIC and time frame. The input are gathered from the meeting minutes among others;</p> <ol style="list-style-type: none"> 1. Gender Committee, union 2. Safety Meeting, 3. Complaint & Request from internal & external stakeholders 4. Management meeting at estates/mill and regional level. 5. Dialogue during the morning muster. 6. Interview approach with employees. 	
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
<p>3.5.1</p>	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>FGV Group established 'Garis Panduan Pengambilan & Perlantikan Pekerja Am G7', Doc No.: 2020/1, Rev. 3 dated 01/05/2020 for the mill and estate. The procedure describes the process of recruitment of General workers in the mill and estate. Besides, policy for performance management, termination of employment (dated 04/12/2019) and Compensation Policy (dated 01/01/2020) established and incorporated to describes the process of promotion, retirement and termination of employment.</p> <p>In addition, FGV Group has working with union to establish Collective Agreement (Cog. No.: 031/2020) which valid from 01/01/2019 to 31/12/2021 describe the criteria of promotion, retirement and termination.</p> <p>FGV Group's Jabatan Tenaga Kerja established list of Policy and Procedure 'Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). Proses Sosialisasi & Temuduga' with Doc. No.: FGV/FGVPM-</p>	<p>Complied</p>

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		<p>JTK/SOP/003 dated 01/09/2019 for recruitment of foreign workers is part of the procedure.</p> <p>Besides, FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/6/2019 which available in company's website, https://www.fgvholdings.com/wp-content/uploads/2020/02/FGV-Group-Guideline-and-Procedures-For-Responsible-Recruitment-of-Foreign-Workers-Final.pdf. The procedure describes as guideline and incorporating with 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>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate adopt FGV Group employment procedure.</p> <p>Document review, Wa Ha POM and Bukit Aping Selatan estate provided the evidence documents for sample of employee recruitment and promotion as accordance with FGV Group employment procedure.</p>	Complied
<p>Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.</p>			
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>FGV has established procedure for identification of health and safety issue. It was documented in Standard Operating procedure: hazard identification, risk assessment, Determine control and environmental Aspect. Refer document no. FGV/FGVPM/II/IMS/15/001, ver. 2.0 dated 01/11/2021. As per SOP, the HIRADC review must be review at least once every 3 years, after incident occur and changes in process or activity.</p> <p>The operating units health and safety issue assessment has been documented in HIRADC, CHRA and NRA reports. The assessment include all processing activities and support activities base on</p>	Complied

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		<p>workstation. . All activities with significant risk has been listed and mitigation plan to improve the condition has been established and documented. Reviewed the risk assessment reports as follows:</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. The estate has established HIRARC register covering all main estate operation and support operation. Latest review was conducted on 22/01/2022. 2. The estate has conducted Baseline Noise Risk Assessment Report on 03/10/2021 by assessor with DOSH reg. no. HQ/08/PEB/00/87. Refer report no. PH/07/04/1508 and N087/2110-123. 3. The estate has conducted Chemical Health Risk Assessment (CHRA) on 27/03/2018 by assessor with reg. no. JKKP HQ/04/ASS/00/193. Refer report no. HQ/04/ASS/00/193-2018/030. <p><u>FGVPI Wa Ha Palm Oil Mill</u></p> <ol style="list-style-type: none"> 1. The estate has conducted Chemical Health Risk Assessment (CHRA) on 26/06/2019 by assessor with reg. no. JKKP HQ/15/ASS/00/363. Refer report no. HQ/04/ASS/00/193-2019/037. 2. The estate has established HIRARC register covering all main estate operation and support operation. The review was conducted as per SOP established. FY 2022, the review conducted on 19/07/2022 due to accident occur at Kernel Plant. The review was conducted after accident investigation meeting conducted. Latest review was conducted on 29/12/2022 for annual review. 	
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		<ol style="list-style-type: none"> 3. Noise Risk Assessment was conducted on 16/07/2022 by assessor with DOSH reg. no. HQ/08/PEB/00/84. Refer report no. AH/20/08/18 dated 25/08/2020. 4. For contract works, the contractors has submitted the Job Safety Analysis as requirement to acquire the Permit to Work in the mill. Reviewed the safety job analysis and permit to works dated 08/01/2022, 07/01/2022 and 17/12/2022. 	
<p>3.6.2</p>	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -</p>	<p>The operating units has established and monitored Occupational Safety and Health Plan 2022. Reviewed the implementation of the management plan as follows:</p> <p><u>FGVPM Bukit Aping Selatan Estate</u></p> <ol style="list-style-type: none"> 1. As per recommendation in NRA report, the estate conducted Audiometric Test on annually basis. Latest test was conducted on 07 – 09/02/2022 by OHD with reg. no. HQ/17/DOC/00/00005. 16 workers were send for test and all were found with normal results. 2. As per recommendation in NRA report, the estate conducted Re-Identification of Excessive Noise on yearly basis. Reviewed the latest re-identification conducted on 04/01/2022 for portable generator at housing area. 3. As per recommendation in CHRA report, the estate conducted Medical Surveillance on annually basis. Latest surveillance was conducted on 31/11/2022 and 30/12/2022 by OHD with reg. no. HQ/13/DOC/00/72. 16 workers were sent for surveillance and found fit to work as chemical handlers. 4. The estate conducted workplace inspection on quarterly basis prior to safety and health committee meeting. The results 	<p>Complied</p>

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		<p>were discussed during the meeting. Reviewed workplace inspection records dated 13/09/2022</p> <p><u>FGVPI Wa Ha Palm Oil Mill</u></p> <ol style="list-style-type: none"> 1. As per recommendation in NRA report, the estate conducted Audiometric Test on annually basis. Latest test was conducted on 01/08/2022 by OHD with reg. no. HQ/17/DOC/00/395. 66 workers were send for test and 33 were found with abnormal results. Retest was conducted on 26/11/2022. Results as per report ref. no. PAC/AMT/220801, 11 workers with permanent STS, 7 workers NIHL and 2 workers with hearing impairment while 6 with non-occupational noise related disorder. Notification to DOSH through JKKP 7 form has been conducted on 03/01/2023. The workers has been briefed on the test results on 02/01/2023 by the OHD and acknowledge by the workers. 2. First aid kit inspection was conducted once every 6 months. Reviewed the inspection records for first aid kit no. FA02, FA03 and FA04 for June and December 2022. 3. First aid training was conducted at least once a year. Reviewed training records conducted on 02/04/2022 and training evaluation dated 07/02/2022. 4. The mill conducted LEV Examination on annually basis as per requirement. Latest examination was conducted on 14/11/2022 as per report ref. no. MZ/KSW/LEV/1122. 	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	(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	All operating units within the certification unit has established and documented a training plan base on training need analysis conducted on annual basis. Reviewed the training need analysis	Complied

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	<p>aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <p>- Critical (Major) compliance -</p>	<p>and training plan FY 2022 and 2023 which covers all job designation including the contractors and stakeholders.</p> <p>No scheme smallholders within certification unit.</p>	
<p>3.7.2</p>	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>The operating units maintained the training records conducted. Reviewed the training records as follows:</p> <p>FGVPM Bukit Aping Selatan Estate</p> <ol style="list-style-type: none"> 1. Buffer zone management training dated 16/05/2022 2. Wildlife, RTE, HCV and CABI Species training dated 08/08/2022 3. HCV management training dated 16/05/2022 and 03/08/2022 4. Workers contract agreement briefing dated 07/12/2022 5. Chemical handling training dated 20/12/2022 6. Emergency response plan, fire drill and firefighting training dated 22/08/2022 7. First aider training dated 29/03/2022 and 22/09/2022 8. Safety work procedure for harvester, sprayers and fertiliser application training dated 14/04/2022 9. Safety work procedure for driver training dated 13/10/2022 10. PPE awareness and management training dated 04/07/2022 11. Hearing conservation training dated 24/02/2022 12. Company policy briefing dated 18/07/2022 and 23/08/2022 <p>FGVPI Wa Ha POM</p>	<p>Complied</p>

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		<ol style="list-style-type: none"> 1. Mill operation efficiency at FFB grading training dated 01/08/2022 2. Mill operation efficiency at weighbridge training dated 01/07/2022 3. Mill operation efficiency at mechanical and electrical station training dated 03/06/2022 and 02/07/2022 4. Prohibition of open burning training dated 30/04/2022 5. Awareness and housekeeping at lubricant store training dated 10/12/2021 6. Group sustainability policy briefing dated 12/01/2022 and 25/06/2022 7. Whistleblowing briefing dated 05/12/2022 8. New mother briefing dated 19/12/2022 9. Fire drill and first aid training dated 02/04/2022 10. Mill operation efficiency at loading ramp training dated 07/05/2022 11. Mill operation efficiency at at press and crane operation training dated 12/03/2022 12. Mill operation efficiency at at oil room training dated 02/04/2022 13. RTE species and domestic waste management training dated 03/09/2022 	
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has identified personnel involved in supply chain certification and established committee as per appointment letter no. (05) MSPO/SCC dated 10/07/2022 signed by the Mill Manager. The identified personnel and committee members includes Asst. Managers, Weighbridges Clerks, Operation Supervisors, Laboratory analyst, FFB grader and Axillary Police.</p>	Complied

		<p>The management has conducted training to all workers to ensure the understanding and awareness on the supply chain certification system. Among the training reviewed as follows:</p> <ol style="list-style-type: none"> 3. Supply chain certification personnel by SCCD training dated 20/12/2022 4. Supply chain certification for all workers briefing dated 25/12/2022 	
<p>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)</p>			
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme.</p> <p>Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.</p>	<p>FGVPISB Wa Ha POM receives and processes certified and uncertified FFB from its supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.</p>	Complied
3.8.2	<p>Mass Balance Module</p> <p>A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own and 3rd party certified supply base. In that scenario, the mill can claim only the volume of oil palm products produced from processing of the certified FFB as MB.</p>	<p>FGVPISB Wa Ha POM receives and processes certified FFB from its own supply base and third parties. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. Only the FFB received from FGVPM Bukit Aping Selatan Estate is claimed form processing MB-Certified CPO and PK in the mill.</p>	Complied

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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: - Member ID: RSPO_PO1000000234 - Member category: Oil Mill - RSPO Membership No.: 1-0225-16-000-00 License Status: Expires on 21/02/2023	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: a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able	Documented procedures available as following: a. FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGVPISB Wa Ha 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. b. Complete and UpToDate SCCS records and reports were maintained and available for verification such as SCCS training records, RSPO SCCS Internal Audit Reports, Incoming FFB	Complied

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	<p>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>Weighbridge Tickets, Outgoing CPO and PK Weighbridge Ticket among others.</p> <p>c. The Mill manager has appointed a SCC Committee which consist of 9 personals (Assistant Manager, Weighbridge Clerk, Operation Supervisor, Laboratory Assistant, FFB Grader and Auxiliary Police) as stated in the appointment letter dated 09/12/2021.</p> <p>d. The procedures for receiving and processing certified and non-certified FFBs are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021).</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 12/12/2022 and which have raised 2 Critical Non-Conformities. All the non-conformities were closed accordingly with root cause, correction and corrective action identified and available for verification.</p> <p>Management review meeting was conducted on 19/12/2022 which was chaired by the Mill Manager. The outcome of the RSPO SCCS Internal Audit was discussed during the Management Review Meeting.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p>	<p>Wa Ha POM receives RSPO Certified FFB from Bukit Aping Selatan Estate.</p> <p>Document review on consignment note 'Nota Hantaran BTS', Wa Ha POM maintained the incoming FFB from state which includes information recorded in the WB and MPR system.</p>	Complied

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	<p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>Information of incoming FFB receipts and and Weighbridge Ticket from Bukit Aping Selatan Estate as sample below:</p> <ol style="list-style-type: none"> 1. Estate: FGVPM Bukit Aping Selatan Estate 2. DO Number: B21-0215303 3. Product: FFB 4. Project Code: 5668, Block: 15, Pkt: 014 5. Date of Delivery: 19/12/2022 6. Vehicle Number: VEN8943 <p>Weighbridge ticket</p> <ol style="list-style-type: none"> 1. Ticket No.: A00044184 2. Gate Pass no.: 01511714 3. FFB Weight: 6.60 mt <p>FGV Group established RSPO Supply Chain Certification (Kilang Sawit) procedure, Doc. No.: FGV/GSD- SCCD/SOP/007 updated 07/01/2021.</p> <p>The procedure describes mechanism for handling of non-conformance material & document was outlined in the procedure. Downgrading of products will be done if any non- conformance has been identified along the process.</p>	
<p>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> <p>a) The name and address of the buyer;</p>	<p>Wa Ha POM maintained required information on receiving and dispatched document of MB - Certified palm products.</p> <p>As for the review period of January 2022 – November 2022 there are sale of MB - Certified CSPO and Certified CSPK as at audit audit and sampled records of transactions have been verified as follows.</p> <p><u>MB-Certified CSPO</u></p> <ol style="list-style-type: none"> 1. Contract No.: RSPO9G589GAE/1022/01 <ol style="list-style-type: none"> a. The name and address of the buyer: FGV Bulkers – FOD 	<p>Complied</p>

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	<ul style="list-style-type: none"> 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>Pasir Gudang, PLO 90, Jalan besi, Kawasan Perindustrian Pasir Gudang, 81700 Pasir Gudang, Johor</p> <ul style="list-style-type: none"> b. The name and address of the seller: Wa Ha POM, Karung Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim c. Sales Order: RSPO9G589GAE/1022/01 d. The loading or shipment/ delivery date: 16/10/2022 e. The date on which the documents were issued: 16/10/2022 f. Seller RSPO certificate number: RSPO 693243 g. A description of the product, including the applicable supply chain model (Mass Balance): Crude Palm Oil – RSPO SCC (Mass Balance) h. The quantity of the products delivered: 198.10 Mt i. Any related transport documentation (Weighbridge ticket and delivery order): <ul style="list-style-type: none"> i.H00001023, DO04050022101466: 41.97mt ii. H00001024, DO04050022101463: 40.90mt iii. H00001025, DO04050022101465: 37.76mt iv. H00001026, DO04050022101462: 40.80mt v. H00001027, DO04050022101464: 36.67mt j. A unique identification number: Delivery order number <p><u>MB-Certified CSPK</u></p> <p>2. Contract No.: RSPG9257L</p> <ul style="list-style-type: none"> a. The name and address of the buyer: FKP – Pasir Gudang, PLO 90, Jalan Besi 2, Kawasan Perindustrian, 81700 Pasir Gudang b. The name and address of the seller: Wa Ha POM, Karung 	
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		<p>Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim</p> <ul style="list-style-type: none"> d. The loading or shipment/ delivery date: 14/07/2022 and 25/07/2022. The date on which the documents were issued: 14/07/2022 and 25/07/2022 e. Sales Order: RSPG9257L f. The loading or shipment/ delivery date: 14/07/2022 and 25/07/2022 g. The date on which the documents were issued: 14/07/2022 and 25/07/2022 h. Seller RSPO certificate number: RSPO 693243 i. A description of the product, including the applicable supply chain model (Mass Balance): Palm Kernel – RSPO SCC (Mass Balance) j. The quantity of the products delivered: 89.45 Mt k. Any related transport documentation (Weighbridge ticket and delivery order): <ul style="list-style-type: none"> i. L00000167, DO04050322072088: 48.63mt ii. L00000157, DO04050322071071: 40.82mt l. A unique identification number: Delivery order number <p><u>MB-Certified CSPK</u></p> <ul style="list-style-type: none"> 3. Contract No.: RSPG0552L <ul style="list-style-type: none"> a. The name and address of the buyer: FKP – Pasir Gudang, PLO 90, Jalan Besi 2, Kawasan Perindustrian, 81700 Pasir Gudang b. The name and address of the seller: Wa Ha POM, Karung Berkunci No. 524, 81907 Kota Tinggi, Johor Darul Takzim m. The loading or shipment/ delivery date: 29/11/2022 and 30/11/2022. The date on which the documents were 	
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		<p>issued: 29/11/2022 and 30/11/2022</p> <ul style="list-style-type: none"> n. Sales Order: RSPG0552L o. The loading or shipment/ delivery date: 29/11/2022 and 30/11/2022 p. The date on which the documents were issued: 29/11/2022 and 30/11/2022 q. Seller RSPO certificate number: RSPO 693243 r. A description of the product, including the applicable supply chain model (Mass Balance): Palm Kernel – RSPO SCC (Mass Balance) s. The quantity of the products delivered: 135.28 Mt t. Any related transport documentation (Weighbridge ticket and delivery order): <ul style="list-style-type: none"> i. L00000288, DO04050322112805: 42.83mt ii. L00000289, DO04050322112882: 45.95mt iii. L00000290, DO04050322112901: 46.50mt <p>A unique identification number: Delivery order number</p>	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes 	<p>There are transportation have been outsources for FGV Wa Ha, sighted contract agreement between FGV Palm Industries Sdn Bhd, FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd dated 01/01/2022. 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.:</p>	Complied

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	<p>b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGVPISB Wa Ha POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. This SOP have been given training to the FGV Trading Sdn Bhd and FGV Transport Sdn Bhd by the HQ level.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	No FFB and/or oil palm products processing outsource by Wa Ha POM except for CPO delivery transportation only. The list of outsourced contractors was registered in List of Stakeholder records that included the CPO transporter.	Complied
3.8.11	The mill shall inform its CB in advance prior to conduct of its next audit of the names and contact details of any new contractor used for the physical handling of RSPO certified oil palm products.	FGVPISB Wa Ha are aware that they are to inform the CB the names and contact details of any new contractors used to physically handle the RSPO Certified Products. The names are updated in the Stakeholder Lists and provided to the CB prior to its audits.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory</p>	<p>Wa Ha POM maintained and updated receiving and dispatch FFB Certified, MB-Certified CSPO and MB-Certified CSPK.</p> <ol style="list-style-type: none"> 1. Wa Ha POM maintained complete and updated records covering all aspects of the RSPO SCCS such as Internal Audit Reports, RSPO Supply Chain Certification Procedure (Oil Mill) and Mass Balance Sheet among others. 2. Specified in the RSPO SCCS Procedure for Mill, SOP Number: 	Complied

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	<p>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>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>FGV/GSD-SCCD/SOP/007; Version: 01; update: 07/01/2021, under section Record keeping. In the SOP stated that the document shall be maintain a minimum of 2 years for reference and audit purposes.</p> <p>3. Wa Ha POM is using the Mass Balance module therefore this requirement is not applicable.</p> <p>4. Wa Ha POM recorded and maintained a mass balance record for FFB (Doc Number: FPIMP756), CPO (Doc Number: FPIMP755) and PK (Doc Number: FPIMP757).</p> <p>The records show the Opening stock, CPO/PK Production, CPO/PK Sales, Conventional Sales and Closing Stock. Wa Ha POM uses the continuous accounting system which doesn't allow the short sales of CPO and PK. Verification done on the Mass Balance records and PalmTrace indicated that there was no short selling done in Wa Ha POM. Sales of CSPK and CPO Credit were from positive stocks.</p>	
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and 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>Based on the production report, the year to-date OER and KER of mill productions for January to December 2022 the figure as following:</p> <ul style="list-style-type: none"> - OER: 21.07% - KER: 5.30% 	Complied
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>Daily OER and KER of FFB processed recorded in the daily figure report on daily basis which were based on actual measurement of production stocks.</p>	Complied
3.8.15	<p>Processing</p> <p>For Identity Preserved Module, the mill shall assure and verify through documented procedures and record keeping that the RSPO certified oil</p>	<p>FGVPISB Wa Ha POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement in not applicable.</p>	Not Applicable

	palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.		
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	The actor is a palm oil mill and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit's Palmtrace, the company was able to demonstrate that it has been registering its transactions in the Palmtrace accordingly. Based on the announcement (transaction) summary, all the registrations were found to be in order and announced within 3 months of the final shipment date.	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its membership of the RSPO and/or its commitment to the principles of the RSPO. Corporate communication is an 'off-product' claim.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
4.2	<p>In corporate communications a member is allowed to:</p> <p>a. Display its RSPO membership status</p> <p>b. Display the RSPO web address (www.rspo.org)</p> <p>c. State that the member supports the work of the RSPO</p> <p>d. State the member's history with regard to the RSPO.</p> <p>e. Use the RSPO trademark to promote its membership of the RSPO.</p>	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable

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	Additionally, where an RSPO member displays the RSPO trademark in digital format this must be accompanied by the text 'Check our progress at www.rspo.org ' where the link must lead to the member's profile page.		
4.3	In corporate communications RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO-certified oil palm products.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
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.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
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.	Not Applicable as corporate communication is managed at FGV Holdings Berhad HQ level.	Not Applicable
Business to business communications			
5.1	Business to Business communication relates to RSPO members in the supply chain selling to and/or communicating with other organizations in the supply chain about the use of certified sustainable oil palm products.	Business to business communication is demonstrated via shipping documentation and invoices to the next supply chain actor or buyer.	Complied
5.2	When confirming the sale of certified oil palm products, members must adhere to the requirements of the RSPO SCCS. This includes stating the supply chain model and certificate number under which the claim is being made.	Shipping documentation verified and conformance with the requirements of RSPO SCCS. In the weighbridge ticket, it stated that i.e. product/commodity with SCC model (CPO/Palm Kernel RSPO IP) and RSPO certificate number (RSPO 693243).	Complied

5.3	<p>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:</p> <p>a. If the distributor or wholesaler holds only a Distributor license, it may only communicate RSPO-certified oil palm products by linking the product to the manufacturer using the manufacturer’s SCCS certificate number. This covers both brand and own brand products. However, in the case of own brand products it is essential that customers are aware that the product has been made on behalf of the distributor or wholesaler, with specific evidence either through on-pack claims or documentation.</p> <p>b. If the distributor or wholesaler is supply chain-certified they should follow the requirements outlined in section 5.2.</p>	<p>FGVPISB Wa Ha POM is not under distributor or wholesaler category. Thus, this requirement is not applicable.</p>	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES (delete if not applicable)			
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.	Complied
	Where there is any percentage of non-certified oil palm within the product, the reason for this must be fully justified and an action plan for moving to fully certified oil palm must be in place, in accordance with the requirements of the RSPO SCCS. In addition, the non-certified volume must be covered by equivalent volume of RSPO Credits.	CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional. The is no percentage of non-certified volume as volume sold is same with MB-certified produced.	Complied
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) 	No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable

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

	<ul style="list-style-type: none"> Anything that can lead consumers to believe that RSPO-certified palm products are (certified to be) part of the product. 		
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	<p>(C) A policy to respect human rights, including prohibiting retaliation against Human Rights Defenders (HRD), is documented and communicated to all levels of the workforce, operations, FFB suppliers and local communities and prohibits intimidation and harassment by the unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the company commitment to respect human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p>	Complied
4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>Onsite interview workers and external stakeholders informed they have no experience to be instigate violence or use any form of harassment within Wa Ha POM and its supply bases.</p>	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	<p>(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistleblowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Complaint procedure 'Menangani aduan dan rungutan', Doc. No.: FGV/ML-1A/L2- dated 01/04/2019 with no changes. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint must be resolved within 2 months from the date of discussion in third stage</p> <p>Besides, whistleblowing e-form was available in https://www.fgvholdings.com/whistleblowing/ for the stakeholders to report a grievance.</p>	Complied

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		FGVPISB Wa Ha POM conduct whistle blowing briefing dated 05/12/2022 attended by 100 workers.	
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>Wa Ha POM management has conduct briefing on complaints and grievance procedure to workers dated 12/01/2022. The briefing attended by 47 workers and conduct by Assistant Manager.</p> <p>Bukit Aping Selatan Estate management has conduct briefing on complaints and grievance procedure to workers and been recorded with video for auditor to review. The estate conduct briefing on Complaints and grievance during muster rollcall morning date 01/11/2022. The briefing attended by 47 workers conduct by Muhammad Hafiz bin Zaidin, Workers Affair Clerk which include topis as follow:</p> <ol style="list-style-type: none"> 1. Mechanism to make official complaints and grievance to internal & external stakeholders. 2. Placement of complaint boxes at office and living quarters. <p>Stakeholder meeting conduct at Bukit Aping Selatan Estate’s office dated on 20/10/2022. The meeting was chaired by Assistant Managers, to discuss agenda include complaints & grievance procedure, company background, company policies, sustainability elements, compliances toward sustainability certifications, reference documents, GSP, open burning restrictions and sexual harassment.</p> <p>Onsite interview with the affect female worker, inform she have basic understanding on complaints and grievances procedure. She been attending the briefing conducted on 01/11/2022. Based on video recorded during 1 to 1 briefing with management, verify she been briefed personnel on the complaints and grievance procedure.</p>	Complied

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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>Wa Ha POM and Bukit Aping Selatan Estate maintain grievance record received from internal and external stakeholders.</p> <p>Onsite interview workers informed they being informed on the progress of their grievances lodged according to timeline.</p> <p>Document review of grievance record, sample taken for with grievance on house repairing for both mill and estate as follow:</p> <ol style="list-style-type: none"> 1. Wa Ha POM, Date: 15/12/2022, drainage broken and completed on 23/12/022. 2. Bukit Aping Selatan Estate: Date: 27/09/2022, piping leakage and completed on 27/09/2022. 	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>Wa Ha POM and Bukit Aping Selatan Estate adopt FGV Group SOP for Complaint & Grievance, Doc no: FGV/ML-1A/L2-Pr13 issue 01, rev.: 02 dated 01/04/2019 with no changes.</p> <p>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>			
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>Wa Ha POM and Bukit Aping Selatan Estate made contribution to the local communities and has been recorded.</p> <p>Document review, memo issued by Divisional Head, Plantation department for donation of food basket for those been quarantine due to COVID-19.</p> <p>Other than that, FGV Group will gratitude for those family members that died due to COVID 19.</p>	Complied
<p>Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			

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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>No customary land within mill and estate of FGV Wa Ha complex. FGVPM received Government State Letter or 'Warta Kerajaan', Jil.18, No.20 dated 26/09/1974. The letter issued based on Land (Group Settlement Area) Act 1960 declares that area of land situated in District of Kota Tinggi, Mukim of Sedili Kecil comprising approximately 2,424.51ha or 4,946acres and stated in Plan No. P.G. 868 deposited under Section 410 of the National Land Code with document issue no.: PTG 134/70/2 dated 15/08/1974</p> <p>FGVPM established summary of land title which listed with 34 land titles for Bukit Aping Selatan Estate. 1,504.28ha.</p> <p>All the lands are belonging to Felda and leased by FGV. Land title for the FGVPM Bukit Aping Selatan Estate has been sampled as below:</p> <ol style="list-style-type: none"> 1. HSD No.: 19963, Lot No.: 950, Total area: 291.6 ha issued from 05/11/2003 until 04/11/2102 leased for 99 years with specific for oil palm cultivation. 2. HSD No.: 19964, Lot No.: 3249, Total area: 189.1 ha issued from 05/11/2003 until 04/11/2102 leased for 99 years with specific for oil palm cultivation. 3. HSD No.: 19966, Lot No.: PTD 979, Total area: 96.69 ha issued from 05/11/2003 until 04/11/2102 leased for 99 years with specific for oil palm cultivation. 4. HSD No. 19965, Lot No.: Lot 207, Total area: 53.77 ha issued from 05/11/2003 until 04/11/2102 leased for 99 years with specific for oil palm cultivation. 5. HSD No. 19967, Lot No.: PTD 980, Total area: 35.39 ha issued from 05/11/2003 until 04/11/2102 leased for 99 years with specific for oil palm cultivation. 	Complied
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		The mill is leased the land from Felda as per records of Agreement to Lease dated 25/11/1996 between Felda Palm Industries Sdn Bhd and Felda. Total 30.76 hectares has been leased for building for the purpose of oil palm mill and such other related purposes on the term's conditions set out therein.	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported. Therefore, this indicator is not applicable.	Not Applicable
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported. Therefore, this indicator is not applicable.	Not Applicable
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported. Therefore, this indicator is not applicable.	Not Applicable
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.	There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.	Not Applicable

	- Minor compliance -	Therefore, this indicator is not applicable.	
4.4.3	<p>(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).</p> <p>- Critical (Major) compliance -</p>	<p>There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.</p> <p>Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	<p>There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.</p> <p>Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	<p>There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.</p> <p>Therefore, this indicator is not applicable.</p>	Not Applicable
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	<p>There are no issues of customary right in Wa Ha POM and Bukit Aping Selatan Estate as the land is leased to FGV from Felda. Document review on the land titles and onsite interviewed with external stakeholders confirmed that there no land dispute reported.</p> <p>Therefore, this indicator is not applicable.</p>	Not Applicable
<p>Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			

4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Complied
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation. - Critical (Major) compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations. - Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</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. - Minor compliance -</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</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,</p>	<p>There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.</p>	Complied

	environmental and social implications of the proposed operations on their lands. - Minor compliance -		
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There was no new planting in Bukit Aping Selatan Estate. There was no acquisition of new land sighted during the assessment.	Complied
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.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	FGV Group established procedure on 'Pengenalpastian dan penyelesaian pertikaian tanah' with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016 with no changes as at audit. The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	Complied
4.6.2	(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented,	FGV has developed procedure on 'Pengenalpastian dan penyelesaian pertikaian tanah' with Doc. No. ML-1A/L1-Pr10(0)	Complied

	<p>monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>dated 01/06/2016 with no changes as at audit.</p> <p>The procedure describes on handling and monitoring 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>	
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>Wa Ha POM and Bukit Aping Selatan Estate have no issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighbouring stakeholders</p>	Complied
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate have no issues related to loss of legal customary rights with indigenous peoples, local communities, settlers and other stakeholders reported during the time of audit through interviewed with the local communities. Painting of oil palm trees, boundary stone and trenches were available to demarcate the boundary of land between the neighbouring stakeholders</p>	Complied
<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.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established procedure on 'Pengenalpastian dan penyelesaian pertikaian tanah' with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016 with no changes as at audit.</p> <p>The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary</p>	Complied

		stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.	
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.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established procedure on 'Pengenalpastian dan penyelesaian pertikaian tanah' with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016 with no changes as at audit.</p> <p>The procedure describes on handling and monitoring issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.7.3	<p>Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development.</p> <p>- Minor compliance -</p>	<p>There is no customary right land in Bukit Aping Selatan 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>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGVP SB Wa Ha POM. This has been confirmed through the records of Land Lease Agreement sighted between FELDA and FGV Holding Berhad, which was signed on 01/11/2011 for oil palm plantations and do not include FGV's palm oil mills.</p> <p>For palm oil mills, the government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn. Bhd. dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview conducted with FELDA settler and local communities confirmed the statement.</p>	Complied

4.8.2	<p>(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms.</p> <p>- Critical (Major) compliance -</p>	<p>There are no customary right land for all estates under FGVP SB Wa Ha POM. This has been confirmed through the records of Land Lease Agreement sighted between FELDA and FGV Holding Berhad, which was signed on 01/11/2011 for oil palm plantations and do not include FGV's palm oil mills.</p> <p>For palm oil mills, the government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn. Bhd. dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview conducted with FELDA settler and local communities confirmed the statement.</p>	Complied
4.8.3	<p>Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)</p> <p>- Minor compliance -</p>	<p>There are no customary right land for all estates under FGVP SB Wa Ha POM. This has been confirmed through the records of Land Lease Agreement sighted between FELDA and FGV Holding Berhad, which was signed on 01/11/2011 for oil palm plantations and do not include FGV's palm oil mills.</p> <p>For palm oil mills, the government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn. Bhd. dated 25/11/1996, FELDA granted a portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview conducted with FELDA settler and local communities confirmed the statement.</p>	Complied
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>	<p>There are no customary right land for all estates under FGVP SB Wa Ha POM. This has been confirmed through the records of Land Lease Agreement sighted between FELDA and FGV Holding Berhad, which was signed on 01/11/2011 for oil palm plantations and do not include FGV's palm oil mills.</p> <p>For palm oil mills, the government leased the land to FELDA for development. As per agreement letter between FELDA and FGV Palm Industries Sdn. Bhd. dated 25/11/1996, FELDA granted a</p>	Complied

		portion of land for the purpose of oil palm mill. This agreement was valid from 01/01/1994 to 31/12/2023. Interview conducted with FELDA settler and local communities confirmed the statement.	
Principle 5: Support smallholder inclusion			
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.			
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	<p>FFB pricing mechanism was spelled out in the contract agreement between FFB suppliers and FGV Trading Sdn. Bhd. reviewed the sampled FFB purchasing agreement as follows:</p> <ol style="list-style-type: none"> 1. "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Scope Sniper Enterprise, no 4058-0010 dated 12/12/2021 2. "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Mohd Ali bin Moideen, no 4058-0002 dated 12/12/2021 3. "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Arummugam A/L Shanmugem, no 4058-0007 dated 12/12/2021 4. "Surat Terma Harga Bulan bagi Penghantaran BTS Luar ke Kilang-Kilang FGV" for Ban Long Oil Palm Sdn. Bhd. (BLOP), no. (24) FGVTSB/FFBPD/HQ/01 dated 05/09/2022 <p>The pricing of FFB is based on MPOB pricing and list of the previous pricing was available upon request. The FGV Trading will derived the FFB price from MPOB and uploaded to the database for mill to review on daily basis.</p> <p>Price of current FFB price has been displayed at the weighbridge counter. Reviewed the FFB price for the month of December 2022.</p>	Complied

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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).</p> <p>- Critical (Major) compliance -</p>	<p>The mill explains in the FFB pricing to the FFB suppliers through meetings/visits with the smallholders and FFB suppliers. Reviewed the meeting minutes and visits reports as follows:</p> <ol style="list-style-type: none"> 1. Visit and FFB quality monitoring visit at Scope Sniper Enterprise dated 20/10/2022 2. Visit and FFB quality monitoring visit at at Santex Jaya Sdn. Bhd. dated 20/10/2022 3. Minutes meeting "Jawatankuasa Permuafaktan Productivity dan Kualiti" dated 23/01/2022 4. Minutes meeting "Jawatankuasa Permuafaktan Productivity dan Kualiti" dated 04/07/2022 	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.</p> <p>- Critical (Major) compliance -</p>	<p>FFB pricing mechanism was spelled out in the contract agreement between FFB suppliers and FGV Trading Sdn. Bhd. the FFB price were determined by the daily CPO price by MPOB and daily graded extraction rate.</p> <p>The pricing mechanism calculation stated as follows: "Harga muktamad BTS/mt = Harga Asas Harian BTS untuk 1% x Peratus Kadar Perahan Digred (%KPG). %KPG = KPA MSM Pengredan - Penalti Kualiti"</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.</p> <p>- 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.</p> <p>For FFB suppliers, valid MPOB license copies were kept by the mill as evidence of legal due diligence prior to being approved to supply</p>	Complied

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		<p>FFB. Additionally, each FFB supplier issued with agreement to purchase FFB which was signed by both party. Sighted the contract for FFB suppliers as follows:</p> <ol style="list-style-type: none"> 1. "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Scope Sniper Enterprise, no 4058-0010 dated 12/12/2021 2. "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Mohd Ali bin Moideen, no 4058-0002 dated 12/12/2021 3. "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Arummugam A/L Shanmugem, no 4058-0007 dated 12/12/2021 4. "Surat Terma Harga Bulan bagi Penghantaran BTS Luar ke Kilang-Kilang FGV" for Ban Long Oil Palm Sdn. Bhd. (BLOP), no. (24) FGVTSB/FFBPD/HQ/01 dated 05/09/2022 							
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe. - Minor compliance -</p>	<p>Verification of contract agreement, records of payment and interview with contractors showed that contracts was fair, legal and transparent and agreed payments were made in timely manner.</p>	Complied						
5.1.6	<p>(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 payments to the FFB suppliers were made in a timely manners as agreed in the FFB Purchasing contracts. Reviewed the evidence of sample payments for the month of December 2022 as follows:</p> <table border="1" data-bbox="1137 1187 1928 1321"> <thead> <tr> <th data-bbox="1137 1187 1402 1238">Supplier</th> <th data-bbox="1402 1187 1664 1238">Doc ref. no.</th> <th data-bbox="1664 1187 1928 1238">Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1238 1402 1321">Arummugam A/L Shanmugem</td> <td data-bbox="1402 1238 1664 1321">340216464, 340216466</td> <td data-bbox="1664 1238 1928 1321">04/01/2023</td> </tr> </tbody> </table>	Supplier	Doc ref. no.	Date	Arummugam A/L Shanmugem	340216464, 340216466	04/01/2023	Complied
Supplier	Doc ref. no.	Date							
Arummugam A/L Shanmugem	340216464, 340216466	04/01/2023							

		<table border="1"> <tr> <td>Mohd Ali bin Moideen</td> <td>340216462</td> <td>04/01/2023</td> </tr> <tr> <td>Scope Sniper Enterprise</td> <td>340216459</td> <td>04/01/2023</td> </tr> <tr> <td>Ban Long Oil Palm Sdn. Bhd</td> <td>340216467</td> <td>04/01/2023</td> </tr> </table>	Mohd Ali bin Moideen	340216462	04/01/2023	Scope Sniper Enterprise	340216459	04/01/2023	Ban Long Oil Palm Sdn. Bhd	340216467	04/01/2023	
Mohd Ali bin Moideen	340216462	04/01/2023										
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Ban Long Oil Palm Sdn. Bhd	340216467	04/01/2023										
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Calibration of weighbridge is regularly done by third party and Certificates which were issued by an authority (Metrology Corporation Malaysia Sdn Bhd) were available for verification.</p> <ol style="list-style-type: none"> 1. Weighbridge calibration Certificate no. B246524790 with safety sticker no. DE18005057 dated 07/06/2022 2. Weighbridge calibration Certificate no. 0021514-68K with safety sticker no. DE18005028 dated 24/02/2022 	Complied									
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>The certification unit does not deal with the independent smallholders directly but rather with the management agencies such as Felda Technoplant and Felda. FFB suppliers other than the management of Felda Technoplant are free whether or not to sell their crop to FGV PISB Wa Ha POM. Thus no contract agreement necessary.</p>	Complied									
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since last audit.</p>	Complied									
<p>Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.</p>												
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their</p>	<p>FGV Holdings Berhad have conducted consultations with independent smallholders and FFB suppliers on 22 – 24/11/2022 as per invitation letters no. (45) FGVHB/GSD/2022 dated 09/11/2022. Reviewed the participant conformation form for Arummugam A/L</p>	Complied									

	<p>supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>Shanmugem and Mohd Ali bin Moideen. Among the agenda in the consultation programs as follows:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p>	
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>As per agenda in the consultations with independent smallholders and FFB suppliers on 22 – 24/11/2022. The objective of the consultation was as the company initiative to share the company vision and to share information on the new industry development and feedbacks from the smallholders and suppliers as inputs to improve the company operations and to share and promote the service provided by the company.</p> <p>FGV also have conducted survey for the smallholders FFB suppliers on the service required from the company during contract renewal. Reviewed the sampled "Borang Deklarasi dan Kaji Selidik Pembekal BTS" for Arummugam A/L Shanmugem and Mohd Ali bin Moideen dated 25/10/2022.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>All smallholders directly supply FFB to the mill were legal. The mill have acquired the information on legality of FFB production as per established register of FFB supplier. In the register stated the supplier name, manager/owner, contact no., MPOB license no. and validity period, planted area, farm/estate coordinate, land ownership, and RSPO/MSPO certified. The mill has kept copy of relevant document for references.</p>	Complied
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	<p>The scheme smallholders for FGVPI Wa Ha POM were manage by FELDA. Training will be provided by the scheme smallholder's management.</p>	Complied

5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Since the program mentioned in Indicator 5.2.2 was just developed, the implementation progress has yet to be seen. Nonetheless, the management of the certification unit shall regularly review the progress.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV Group established Group Sustainability Policy, with Doc. No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the policy as at audit. The policy describes on 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 of the policy was conducted on 12/01/2022 in Wa Ha POM and 01/11/2022 in Bukit Aping Selatan Estate.	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 -	Wa Ha POM has not hired any foreign workers to work the premises. While Bukit Aping Selatan Estate hired foreign workers from various countries includes Bangladesh, India and Indonesia. There are no recruitment fees has been imposed with latest recruitment for foreign workers. For details, refer indicator 6.6.1. Onsite interview with workers informed they has not experience any no discrimination mill or estate.	Complied
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	FGV Group established 'Garis Panduan Pengambilan & Perlantikan Pekerja AM G7' with Doc. No.: 2020/1 updated 01/05/2020 as main reference document for hiring workers.	Complied

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	- Minor compliance -	<p>FGV Group established Promotion and Upgrading Guideline which describes in three (3) factors includes the performance rating score above 3.0 for the past 3 years, position to be promoted and no received any disciplinary action for the past 3 years.</p> <p>During site visit to Wa Ha POM and Bukit Aping Selatan Estate, observed job vacancy advertisement displayed at the main entrance.</p> <p>Wa Ha POM and Bukit Aping Selatan Estate have recruit new workers for year 2022, based on workers masterlist and employment contract confirm the existing of the new recruitment to both mill and estate.</p> <p>Document review on sample of workers has been taken for recruitment and promotion for year 2021, sighted management conduct the recruitment and promotion of workers as according to the guideline established.</p>	
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>Wa Ha POM and Bukit Aping Selatan Estate has not recruit female worker to be working at operation area.</p> <p>Based on site visit, observed female workers are working at office compound for both mill and estate.</p> <p>Document review, management of both mill and estate has not conduct pregnancy test for job selection.</p> <p>Onsite interview with Gender committee representative and sample of female workers informed they will be offered for light task which will not effect their pregnant when they are in pregnancy stage.</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>Wa Ha POM and Bukit Aping Selatan Estate established Gender committee with name as KKD Cahaya Murni.</p> <p>The committee displayed their organization chart for year 2021/2022 at both mill and estate offices.</p>	Complied

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		<p>The Gender committee members has conduct meeting to discuss and briefed specifically agenda on raise awareness in women birth rights, gender equality, sexual harassment, household violations, complaints & grievance procedures and women in mill/estate activities.</p> <p>Based on minutes of meeting Wa Ha POM (dated 23/12/2022) and Bukit Aping Selatan Estate (dated 11/12/2022) confirmed the committee members has discuss the agenda which has identify and address issues of concern, as well as opportunities and improvements for women.</p>	
6.1.6	<p>There is evidence of equal pay for the same work scope.</p> <p>- Minor compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate hired local female workers.</p> <p>Document review on masterlist confirmed the female workers employed are generally office clerk and caretaker for the housing.</p> <p>Document review on their payslips for both Wa Ha POM and Bukit Aping Selatan Estate, verified and crosscheck between both male & female gender confirmed salaries paid are equal for the same job task and scope. Female workers have been paid according to the requirement and no discrimination against gender.</p>	Complied
<p>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).</p>			
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>FGV Group signed the Collective Agreement with Kesatuan Pekerja-pekerja FGV Palm Industries Sdn Bhd Semenanjung which valid from 01/01/2022 until 31/12/2024 (Cog. No.: 119/2022) and Collective Agreement Kesatuan Pekerja-pekerja FGV Plantations (Malaysia) Sdn Bhd Semenanjung which valid from 01/01/2019 to 31/12/2021.</p> <p>Details such as promotion, notice period, resignation, annual leave and overtime were outlined in the agreement.</p>	Non-compliance

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		<p>Sampled total 17 workers agreement for both local and foreign workers in mill and estate are reviewed, and the agreements are signed in local language for different nationalities.</p> <p>Onsite interviewed with the workers confirmed that they understood the terms and conditions of employment contracts and pay slips.</p> <p>Major Non-compliance</p> <p>Workers has yet been briefed on the revise Employment Act 1955 (Amendment 2022).</p> <p>Based on document review on training plan for year 2022, found the latest revise Employment Act 1955 (Amendment 2022) not included as one of topic to be briefed to workers. And no evidence of training record was sighted to confirm the topic being brief to workers.</p> <p>Furthermore, the onsite interview with a sample of 7 mill workers informs they not aware on the latest revise Employment Act 1955 (Amendment 2022) which is applicable to them.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established employment contracts signed with the workers includes regular working hours, statutory deductions, duration of employment, wages payable, working hours, medical benefits including medical leave entitlement, annual leave entitlement, mutual termination of service, etc.</p> <p>Document review on the payroll document (payslips) sighted workers information are accurate with compensation for all work performed. The payslip includes employee name, IC/passport, month of salary, basic, price bonus, productivity incentive, allowances, deductions for SOCSO, EIS, KSWP, total salary for the month, total deductions, gross salary and net salary.</p> <p>Onsite interview with workers informed no family members working to help them with their work.</p>	Complied

		<p>The list of sampled workers' payslips and employment contracts are as per those indicated under Indicator 6.2.1 above.</p>																												
<p>6.2.3</p>	<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>FGV Group established employment contracts signed with the workers includes regular working hours, statutory deductions, duration of employment, wages payable, working hours, medical benefits including medical leave entitlement, annual leave entitlement, mutual termination of service, etc.</p> <p>Crosscheck between the employment contracts, payslip, checkroll book, punch cards and onsite interviews with workers themselves confirmed the implementation as per requirement and collective agreement.</p> <p>Sampled following workers' employment contracts and payslips, as follow.</p> <p><u>Wa Ha POM with eight (8) workers sampled.</u></p> <table border="1" data-bbox="1137 863 1798 1313"> <thead> <tr> <th>No.</th> <th>Employee ID</th> <th>Job Task</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>01213032</td> <td>Sorter Operator</td> </tr> <tr> <td>2.</td> <td>01213547</td> <td>Picker Operator</td> </tr> <tr> <td>3.</td> <td>01212673</td> <td>Boiler Operator</td> </tr> <tr> <td>4.</td> <td>01212690</td> <td>Sterilizer Operator</td> </tr> <tr> <td>5.</td> <td>01204951</td> <td>Senior Operator</td> </tr> <tr> <td>5.</td> <td>01212060</td> <td>Maintenance Operator</td> </tr> <tr> <td>6.</td> <td>01208272</td> <td>BHC Operator</td> </tr> <tr> <td>7.</td> <td>01212061</td> <td>Fireman Boiler</td> </tr> </tbody> </table> <p><u>Bukit Aping Selatan Estate with 11 workers sampled.</u></p>	No.	Employee ID	Job Task	1.	01213032	Sorter Operator	2.	01213547	Picker Operator	3.	01212673	Boiler Operator	4.	01212690	Sterilizer Operator	5.	01204951	Senior Operator	5.	01212060	Maintenance Operator	6.	01208272	BHC Operator	7.	01212061	Fireman Boiler	<p>Complied</p>
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No.	Employee ID	Job Task
1.	06680183	Harvester
2.	06680182	Harvester
3.	06680181	Harvester
4.	06680021	Loose Fruit Picker
5.	06680057	Sprayer
6.	06680154	Manurer
7.	06680222	Sprayer
8.	06680121	Sprayer
9.	06680092	Manurer
10.	06680092	Driver
11.	06670109	General Worker

There is no evidence of termination, and so compliance with reasons for dismissal and period of notice could not be verified during this audit.

Salary deductions are made for statutory deductions such as SOCSO, EPF, and EIS.

Non-statutory deductions are made for the following:

1. New passports
2. Medical treatment cost over the policy limit
3. Khairat kematian.

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		<p>All workers in the estate and POM are entitled for 15 day of public holiday and one day of rest day every week. For maternity leave, total 98 days has been allocated.</p> <p>FGV Group has issue 'Memo Arahan-Arahan Waktu Bekerja Pekerja Ladang 2023' on the amendment of Akta Kerja 1955 (Pindaan 2022) on the reducing number of hours of working hour from 48hours to 45 hours a week.</p>	
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>FGV Group provided adequate housing facilities that furnish with sanitation facilities, water supplies, electricity and amenities such praying house. Water and electricity are connected to the national supply and grid. Water and electricity usage are subsidized by the company and these conditions are stated in the collective agreement.</p> <p>Onsite interview with sampled workers from mill and estate informed they been provided with adequate housing quarters with recreational facilities available to all workers.</p> <p>Wa Ha POM and Bukit Aping Selatan Estate are located near a township, any medical attention needed will be referred to nearby government clinic or Panel clinic.</p> <p>Wa Ha POM and Bukit Aping Selatatn Estate conduct weekly housing inspection. The record is available and kept by both management with document title 'Rekod Pemantauan Perumahan Petugas/ Pekerja'.</p>	Complied
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate located inside the vicinity of FGV Settlers village and access to town is available by public transport.</p> <p>Onsite visit at Wa Ha Complex observed the location have availability of groceries shops and restaurants which are easily and accessible to adequate, sufficient and affordable food.</p>	Complied

<p>6.2.6</p>	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include 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>Wa Ha POM and Bukit Aping Selatan Estate have 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 350.00 for local workers and RM 150.00 for foreign workers; Healthcare for local workers is RM 65.90 and RM 105.60 for foreign workers. The prevailing wages is more than the Minimum Wage Order 2020.</p>	<p>Complied</p>
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	<p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>Wa Ha POM and Bukit Aping Selatan Estate employ full-time employees and based on records reviewed an onsite interview with sampled workers informed there have no casual workers, temporary and day labour employed within the complex</p> <p>FFB Lorry Driver and Backhoe drivers in estate was carried out by contractors where the workers are also 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 Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the policy. The policy describes company is respects on employees' right to freedom of association and to collective bargaining.</p> <p>Document review, Wa Ha POM and Bukit Aping Selatan Estate communicate communication policy to workers with below dates.</p> <ol style="list-style-type: none"> 1. Wa Ha POM conduct briefing on 05/04/2022 attended with 100 workers. 	Complied

		Bukit Aping Selatan Estate conduct briefing on 12/01/2022 attended with 47 workers.	
6.3.2	Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request. - Minor compliance -	<p>Wa Ha POM and Bukit Aping Selatan Estate appoint workers representative with freely elected without the interference from managements. Both management then allowed them to conduct meeting with minutes meeting documented with in the document title 'Minit Mesyuarat AJK Kesatuan Dengan Pengurusan'</p> <p>Document review, sighted minutes of union meetings as follow.</p> <ol style="list-style-type: none"> 1. Wa Ha POM conduct on 31/12/2022 discussed include housing cleanliness & amenities, complaints / grievances matters and committee member to disseminate the information to another worker. 2. Bukit Aping Selatan Estate conduct on 02/01/2023 discussed include complaints / grievances matters and committee member to disseminate the information to another worker. 	Complied
6.3.3	Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. - Minor compliance -	<p>Wa Ha POM and Bukit Aping Selatan Estate appoint workers representative with freely elected without the interference from managements.</p> <p>Document review of free election for union representative at Wa Ha POM and Bukit Aping Selatan Estate, sighted evidence the process of workers polling process of union new elect appointment committee were not interfered by both mill/estate management.</p> <p>Onsite interview with the union representative and sampled workers informed the union elect appointed committee are through polling process among themselves.</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 Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>The policy describes company commitment to employ only persons of the age of 18 and above, FGV Group recognises that Malaysian laws allow for young persons to be engaged in certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person’s education, or to be harmful to the person’s health or physical, mental, spiritual, moral, or social development at any stage of the employment.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>The policy describes company commitment on the minimum age for employment of workers above 18 years old.</p> <p>Onsite interview with both mill and estate management, they informed the recruitment of foreign workers process includes with workers ages within 18 – 45 years old. While for local workers recruitment process includes with submission of personal identification document and copy of education certificate for age verification.</p> <p>Document review on workers masterlist sighted both mill and estate’ workers include with workers’ ages which are not below than 18 years old.</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>Document review on workers masterlist sighted both mill and estate’ workers include with workers’ ages which are not below than 18 years old.</p>	Complied

		Onsite interview with sampled workers informed no young workers which are below than 18 years old been recruited.	
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy. Document review, Wa Ha POM and Bukit Aping Selatan Estate communicate Group Sustainability Policy to workers with below dates. 1. Wa Ha POM conduct briefing on 05/04/2022 attended with 100 workers. 2. Bukit Aping Selatan Estate conduct briefing on 12/01/2022 attended with 47 workers.	Complied
Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.			
6.5.1	(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - Critical (Major) compliance -	FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy. The policy describes company commitment to not tolerate any form of harassment and abuse including physical, sexual, psychological or verbal. Everyone shall be treated with respect and dignity. Document review, Wa Ha POM and Bukit Aping Selatan Estate communicate Group Sustainability Policy to workers with below dates. 1. Wa Ha POM conduct briefing on 05/04/2022 attended with 100 workers. 2. Bukit Aping Selatan Estate conduct briefing on 12/01/2022 attended with 47 workers.	Complied

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6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 with no changes on the current policy.</p> <p>The policy describes company commitment on 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.</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>Wa Ha POM and Bukit Aping Selatan Estate assessed new mother through gender committee consultations. Based on the assessment there was one (1) new mother identified in Bukit Aping Selatan Estate.</p> <p>Document review the assessment has recorded as follow.</p> <table border="1" data-bbox="1137 895 1926 1361"> <thead> <tr> <th>No.</th> <th>New Mother</th> <th>Date of assessment</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Norsahmimi Rahmat</td> <td>04/09/2022</td> <td> 1. Her new babyborn not required for time management due to not breasfeeding. 2. Not required for special place since her new babyborne not breastfeeding. 3. Only required for time slip due to medical checkup. </td> </tr> </tbody> </table>	No.	New Mother	Date of assessment	Remarks	1.	Norsahmimi Rahmat	04/09/2022	1. Her new babyborn not required for time management due to not breasfeeding. 2. Not required for special place since her new babyborne not breastfeeding. 3. Only required for time slip due to medical checkup.	Complied
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		<p>The female workers in estate were briefed during the gender committee meeting with title of 'Mesyuarat KKD' related to the new mother's benefit and the handling of chemical during pregnancy.</p> <p>Wa Ha POM and Bukit Aping Selatan Estate conduct gender meeting with minutes sighted as follow:</p> <ol style="list-style-type: none"> 1. Wa Ha POM conduct meeting on 19/12/2022 2. Bukit Aping Selatan Estate conduct meeting on 28/09/2022 <p>Interviewed with the female workers confirmed that they understood the needs as a new mother.</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 Group established 'Menangani Aduan Melalui Jawatankuasa Wanita' with Doc. No.: ML-1A/L2-Pr14 dated 01/06/2016 with no changes on the procedure.</p> <p>The procedure describes on company 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> <p>Onsite interview with sampled gender committee member and female workers informed they been briefed on the complaint procedure process and informed no case of sexual harassment and violence reported.</p>	Complied
<p>Criterion 6.6: No forms of forced or trafficked labour are used.</p>			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p>	<p>FGV Group's Jabatan Tenaga Kerja established SOP Jabatan Tenaga Kerja (JYK). 'Proses Sosialisasi & Temuduga' with Doc. No.:</p>	Non-compliance

<ul style="list-style-type: none"> • Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) • Charging the workers for recruitment fees. • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages <p>- Critical (Major) compliance -</p>	<p>FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment process of foreign workers. It include with the statement of no recruitment fee imposed to workers.</p> <p>Document review of sampled workers' employment contracts describes that 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.</p> <p>FGV Group established additional policy on Overtime Policy Doc. No.: FGV/GHC/POL/006, Rev. 4 dated 01/01/2020 which is currently has no changes on the policy. The policy describes company commitment to comply with the Employment Act 1955; there is no debt and wages withholding through interviewed with the workers; and workers can terminate the contract with 30 days of notice period without any penalty of termination.</p> <p>Major Non-compliance</p> <p>Charging the workers for recruitment fees are not fully prohibited.</p> <p>From document review of Jabatan Tenaga Kerja FGV established SOP Jabatan Tenaga Kerja (JYK). 'Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019 for recruitment process of foreign workers, it was specified that no recruitment fee will be charge to workers.</p> <p>However, during onsite interview with two (2) foreign workers from India, (Sahim Usam and Poashanth) informed they paid recruitment fee to recruitment agency (New Alfa International, with ref. no.: (36) FGV/LOA/2022 (SCRM) before departure to Malaysia.</p>	
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		Therefore, this practice is not in accordance with SOP Jabatan Tenaga Kerja.	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers, Doc. No.: FGV/JTK/MAN/001-6, rev: 01, updated 24/03/2021 with no changes on the current guidelines.</p> <p>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> <p>- Critical (Major) compliance -</p>	<p>The respective Estate/ Mill Manager were appointed as Chairman of Safety and Health Committee as per appointment letter signed by General manager, Mersing Region.</p> <p>The operating unit management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager.</p> <p>The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting discussed on the matters arising from the previous</p>	Complied

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		<p>meetings, accident and incident report, first aid kit usage and risk assessment.</p> <p>Reviewed the minutes meeting conducted on dated as follows:</p> <table border="1" data-bbox="1137 475 1910 826"> <thead> <tr> <th>Meeting FY 2022</th> <th>FGVPI Wa Ha POM</th> <th>FGVPM Bukit Aping Selatan Estate</th> </tr> </thead> <tbody> <tr> <td>1st quarter</td> <td>01/03/2022</td> <td>15/03/2022</td> </tr> <tr> <td>2nd quarter</td> <td>26/05/2022</td> <td>14/06/2022</td> </tr> <tr> <td>3rd quarter</td> <td>16/08/2022</td> <td>13/09/2022</td> </tr> <tr> <td>4th quarter</td> <td>09/11/2022</td> <td>15/12/2022</td> </tr> </tbody> </table>	Meeting FY 2022	FGVPI Wa Ha POM	FGVPM Bukit Aping Selatan Estate	1 st quarter	01/03/2022	15/03/2022	2 nd quarter	26/05/2022	14/06/2022	3 rd quarter	16/08/2022	13/09/2022	4 th quarter	09/11/2022	15/12/2022	
Meeting FY 2022	FGVPI Wa Ha POM	FGVPM Bukit Aping Selatan Estate																
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4 th quarter	09/11/2022	15/12/2022																
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>FGV has established emergency procedures and documented in Emergency Preparedness. Refer doc. no FGV/FGVPM/II/IMS/15/013, ver. No. 2.0 dated 01/11/2021. In the procedure includes responsible person, potential emergency (fire, chemical spillage, accident / dangerous incident, natural disaster, terrorist attack, pandemic and others), emergency preparedness, emergency response plan, emergency incident investigation, impact evaluation, corrective action, emergency reports, and communication.</p> <p>The procedure were communicated through training, briefing and displayed on notice board at several placed in the mill.</p> <p>The operating units has provided first aid kit at the workplace area and handled by trained first aider. The first aider were sent for training conducted under Mersing Region. Reviewed the training records dated 22/12/2022 and First Aider competency certificate.</p>	Complied															

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		<p>The estate conducted first aid kit inspection on monthly basis. Reviewed the inspection records dated 05/12/222 at FGVPM Bukit Aping Selatan Estate. For mill, 2. First aid kit inspection was conducted once every 6 months. Reviewed the inspection records for first aid kit no. FA02, FA03 and FA04 for June and December 2022 at FGVPI Wa Ha Palm Oil Mill. Noted during site visit and interview with mandore and mill supervisors (trained First Aider) the items in the first aid box were adequate and the understanding on the treatment were satisfactory.</p> <p>The operating units maintained the records of accident occur and reported to DOSH through JKPP 6, 7 and 8 submission through MyKKP system.</p> <p>Reviewed the sample records of accident occur at FGVPI Wa Ha Palm Oil Mill on 18/07/2022. Reviewed the accident investigation records dated 19/07/2022 and JKPP 6 notification to DOSH dated 20/07/2022.</p>					
<p>6.7.3</p>	<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>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit and visit to the stores of the respective estates and mill, it was sighted that all required PPEs were worn by the personals. Sighted the PPE issuance for employee as follows:</p> <table border="1" data-bbox="1137 1082 1933 1374"> <thead> <tr> <th data-bbox="1137 1082 1529 1166">FGVPI Wa Ha Palm Oil Mill</th> <th data-bbox="1529 1082 1933 1166">FGVPM Bukit Aping Selatan Estate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 1166 1529 1374"> FFB Sorter 1. 1213034 Mill Quality Inspector 2. 6200078 </td> <td data-bbox="1529 1166 1933 1374"> Sprayers 1. FW06351126 2. FW06680057 3. FW06401047 4. FW06680173 </td> </tr> </tbody> </table>	FGVPI Wa Ha Palm Oil Mill	FGVPM Bukit Aping Selatan Estate	FFB Sorter 1. 1213034 Mill Quality Inspector 2. 6200078	Sprayers 1. FW06351126 2. FW06680057 3. FW06401047 4. FW06680173	<p>Complied</p>
FGVPI Wa Ha Palm Oil Mill	FGVPM Bukit Aping Selatan Estate						
FFB Sorter 1. 1213034 Mill Quality Inspector 2. 6200078	Sprayers 1. FW06351126 2. FW06680057 3. FW06401047 4. FW06680173						

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		Foreman 3. 1204929	Harvesters 1. FW06680147 2. FW06680092 3. FW06680063 4. FW06680002										
6.7.4	All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law. - Minor compliance -	<p>Medical care is provided to all the employees. Reviewed on workers profile records found that all workers are covered by the accident insurances.</p> <p>Local and foreign workers covered by SOCSO or Perkeso (Pertubuhan Keselamatan Sosial). Reviewed the form 8A, "Jadual Caruman" for the month of October 2022 and November 2022.</p>		Complied									
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>JKKP 8 form were submitted to DOE through MyKKP systems. Sighted the samples of accident statistic FY 2021 as reported to DOSH as follows:</p> <table border="1"> <thead> <tr> <th>Operating units</th> <th>Accident Cases</th> <th>LTA</th> </tr> </thead> <tbody> <tr> <td>FGVPI Wa Ha Palm Oil Mill</td> <td>0</td> <td>0</td> </tr> <tr> <td>FGVPM Bukit Aping Selatan Estate</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>JKKP 8 form FY 2022 was yet to be submitted to DOE as the due date is on 31/01/2023.</p>		Operating units	Accident Cases	LTA	FGVPI Wa Ha Palm Oil Mill	0	0	FGVPM Bukit Aping Selatan Estate	0	0	Complied
Operating units	Accident Cases	LTA											
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Principle 7: Protect, conserve and enhance ecosystems and the environment

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

7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>IPM plans are implemented and monitored based on documented IPM Plan objectives as following:</p> <ul style="list-style-type: none"> - To control pest population below 5% yield damage from attack - To plan action and control of pest - To prioritize biological control and reduce chemical use - Census to identify target area to increase effectiveness - To provide training on proper and accurate method to control pest <p>IPM training conducted on 16/5/2022 by FGVPB Bukit Aping Selatan Estate</p>	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>Species referenced in the Global Invasive Species Database and CABI.org are not used in the estate.</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>Field visit found that there is no use of fire for pest control in the estate.</p>	Complied
<p>Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.</p>			
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 for all pesticide available under Manual Lestari 1A, under Document: MLSL (Ed.3)-Sec 4 (2.0) dated 01/09/2017. In this Justification all chemical such as pesticide, Herbicide and Fungicide is available for each chemical.</p>	Complied
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.</p> <p>- Critical (Major) compliance -</p>	<p>Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) summarized FY 2021 and 2022 as per below:</p>	Complied

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		Chemicals (Active Ingredient)	a.i./Ha		
			2021	2022	
		Glyphosate isopropylamine	0.673	0.712	
		Metsulfuron methyl	0.201	0.066	
		Triclopyr Butoxy Ethyl Ester	0.231	0.681	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>The quantity of agrochemicals required for various field conditions are documented and justified in Manual Lestari 1A. The implementation in the field is consistent with the manual. It is the policy to minimize the use of pesticides in accordance with IPM plan. The pesticide reduction program is monitored on usage per hectare basis.</p>			Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>No record of prophylactic use of pesticide in estate.</p>			Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ol style="list-style-type: none"> Judgment of the threat and verify why this is a major threat Why there is no other alternative which can be used Which process was applied to verify why there is no other less hazardous alternative What is the process to limit the negative impacts of the application 	<p>As stated in the Group Sustainability Policy under section 5.3.5 Limitations on the Use of Hazardous Chemicals and Agrochemicals stated as follows:</p> <p>5.3.5.1 - FGV Group shall not use any hazardous chemical or any agrochemical that are categorized as World Health Organization Class 1A or 1B or that are listed by the Stockholm or Rotterdam Conventions, and paraquat except in specific situations. In such situation, FGV Group shall ensure that the usage does not endanger the health of employees, communities, environment and that action(s) must be taken eventually eliminate the use of the pesticides in the time bound manner.</p> <p>Reviewed the Chemical Registers showed that only class II, III & IV pesticides were used at the estate. During the site visit to the</p>			Complied

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	<p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>	<p>chemical stores, it was justified that there were only class II, III and IV chemicals being used. Paraquat was eliminated. In its place, alternatives such as Glyphosate was used instead.</p>	
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides operators has been given training regarding the usage safety and health issue and proper way for chemical application. The training was conducted by the personnel with knowledge on pesticide application such as Estate Manager, Asst. Manager and pesticide supplier. Reviewed the training records as per criteria 3.7.2.</p>	Complied
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the store clerk was seen to unlock the pad-lock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety data Sheet were available.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Pesticide containers were found to be recycled and used as premix containers for field spraying operations. The access containers were all triple rinsed and punctured and stored at the designated store before they are disposed to the licensed recycle waste collector. Reviewed the empty disposal records as per cash sales receipt no. 2251 dated 05/01/2023 and 2035 dated 06/01/2022.</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</p>	<p>Pesticide application by aerial spraying is not practiced by the estates in Certification Unit.</p>	Complied

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	requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying. - Critical (Major) compliance -		
7.2.10	(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - Critical (Major) compliance -	As per recommendation in CHRA report, the estate conducted Medical Surveillance on annually basis. Latest surveillance was conducted on 31/11/2022 and 30/12/2022 by OHD with reg. no. HQ/13/DOC/00/72. 16 workers were sent for surveillance and found fit to work as chemical handlers.	Complied
7.2.11	(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. - Critical (Major) compliance -	The estate has issued internal memo to all woman workers on prohibitions of pregnant or breastfeeding women to work as chemical handlers. Refer memo no. (05)RSPO/P1, P6 dated 06/04/2022. The memo was received, read and understand by all woman workers. Noted during interview with storekeeper, the understanding is satisfactory.	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented. - Minor compliance -	The Waste Management Plan covering both mill and estate operations to mitigate and control the identified wastes and source of pollution as following: - Air: Boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping) GHG - Water: Cleaning water/run-off/process station waters (hydro-cyclone/sterilizer condensate/clarification waste) & boiler quenching water and blow down - Land: Scheduled waste, domestic waste and industrial/process waste	Complied

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		- Among wastes generated including fertilizer bags, used tyres, scrap iron/use woods, paper/plastic/glass/cotton rags/aluminium electronic waste, Bulk waste (used sofa, bed, mattress etc.) and domestic waste (food, kitchen, contaminated).	
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	For operational sourced and type of wastes identified as Scheduled Waste including used PPE, empty chemical container, empty paint container, lubricants and oil filters etc. that need to be disposed properly as per legal requirements. Sighted the sample Wa Ha POM SW Inventory (5 th Schedule); File Ref. # JAS.JPG.600-3/1/7; Date: December 2022 stocks: - SW 305; Quantity: 0.2 mt - SW 410; Quantity: 0.02 mt Latest disposal consignment (6 th Schedule): - Consignment # 2022103113BGI6K3; Submit date: 27/10/2022; Disposed wate: SW 410; Quantity: 0.0930 mt by Kualiti Alam Consignment # 20221031135E42MN; Submit date: 27/10/2022; Disposed wate: SW 305; Quantity: 0.0320 mt by Kualiti Alam	Complied
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	FGV practices of “Zero open burning” is enforced and elaborated in the Group Sustainability Policy dated 17/11/2020 and also included in the operational guidelines as following: - Sustainable Oil Palm Estate Manual: Safe Work Procedure Sustainability Manual: Safe Work Procedure, Premix Procedure, Chemical Handling & Land Preparation for Replanting	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts. - Minor compliance -	Management of soil fertility is guided by FGV’s “Manual Ladang Sawit Lestari” (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring. It covers the applications of fertilizer for various stages of palm age and techniques.	Complied

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		Recommendation of type of fertilizers and dosage are given by the agronomy unit through analysis of foliar and soils from the estates.							
7.4.2	Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health. - Minor compliance -	Soil and foliar sampling was conducted on annually basis. Latest leaf and soil sampling was conducted on 15 – 16/02/2022. Refer Fertiliser Recommendations data 1 – Foliar Oil Palm report no FRF20230076 and Fertiliser Recommendations Data 2 – Soil Analysis result of Oil Palm no. FRS20230067 dated 18/02/2022.	Complied						
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 mill recycles the EFB where the EFB are sent to the supply bases or other growers to be used as mulch in the estates.</p> <p>Reviewed the sampled EFB disposal records for Bukit Aping Selatan Estate FY 2022 recorded at 896.49 tons.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Field</th> <th style="width: 50%;">Tonnage</th> </tr> </thead> <tbody> <tr> <td>PM08W</td> <td>896.49</td> </tr> <tr> <td>PM10P</td> <td>564.05</td> </tr> </tbody> </table>	Field	Tonnage	PM08W	896.49	PM10P	564.05	Complied
Field	Tonnage								
PM08W	896.49								
PM10P	564.05								
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	<p>Fertiliser application program was monitored using records i.e. program sheets, bin cards, field cost book, Fertiliser Application monitoring forms, etc.</p> <p>Reviewed the fertiliser application program FY 2022 by Agronomist. Review of the records revealed that the actual fertilisers applied in 2022 was slightly delay against the program.</p> <p>Sampled applications records as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 50%;">Field: PM00H Round: 1 Fertiliser type: NK Mixture 11.6/27</td> <td style="width: 50%;">Field: PM00H Round: 2 Fertiliser type: NK Mixture 11.6/27</td> </tr> </tbody> </table>	Field: PM00H Round: 1 Fertiliser type: NK Mixture 11.6/27	Field: PM00H Round: 2 Fertiliser type: NK Mixture 11.6/27	Complied				
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		Rate/palm: 2.50 kg Date application: 23/06/2022 – 27/06/2022	Rate/palm: 2.50 kg Date application: 29/09/2022 – 06/10/2022	
		Field: PM08L Round: 3 Fertiliser type: NK Mixture 11.6/27 Rate/palm: 2.25 kg Date application: 01/09/2022 – 03/09/2022	Field: PM10P Round: 5 Fertiliser type: Borax 48% Rate/palm: 0.10 kg Date application: 08/12/2022 – 13/12/2022	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.				
7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available. - Critical (Major) compliance -	The operating units has identified the soil series and established soil series maps prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn. Bhd. Soil series identified in the estates as follows: 1. Local Alluvium 2. Rengam- Jerangau 3. Pohoi – Durian - Tavy		Complied
7.5.2	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. - Minor compliance -	As per 'Pengenalpastian Kawasan Cerun dan Rezab Sungai' under section 3.0 "Tanggungjawab". Refer doc. No FGV/ML-1A/L2-Pr-8, issue 1 dated 01/06/2016. In the 3.0 "Tanggungjawab" stated as follows: To ensure river reserves and buffer zones and steep areas >25° are not disturbed during development programs and new planting.		Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting conducted at all estates visited as verified and sighted during site visit.		Complied

Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.															
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil series and topography map available for estate sampled. No fragile soil categorized in the estates sampled. The estate have taken into account the land terrain, drainage and road systems in planning replanting.	Complied												
7.6.2	Extensive planting on marginal and fragile soils, is avoided, or, if necessary, done in accordance with the soil management plan for best practices. - Minor compliance -	As per Group Sustainability Policy under section 5.3.3 No Deforestation and Planting on Peat. No fragile soil categorized in the estates sampled.	Complied												
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	The Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn. Bhd. conducted assessment and provided the estates with topography maps. Sampled topography information at estates sited as follows: <table border="1" data-bbox="1137 900 1926 1235"> <thead> <tr> <th>Slope</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Rata (0 – 2 °)</td> <td>50</td> </tr> <tr> <td>Beralum (2° – 6°)</td> <td>0</td> </tr> <tr> <td>Berombak (6° -12°)</td> <td>20</td> </tr> <tr> <td>Berbukit (12° - 20°)</td> <td>30</td> </tr> <tr> <td>Sangat Berbukit (>25 °)</td> <td>0</td> </tr> </tbody> </table>	Slope	Percentage	Rata (0 – 2 °)	50	Beralum (2° – 6°)	0	Berombak (6° -12°)	20	Berbukit (12° - 20°)	30	Sangat Berbukit (>25 °)	0	Complied
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Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.															
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas.	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 as well. Hence, this indicator is not applicable.	Not Applicable												

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	- Critical (Major) compliance -		
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:</p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>	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 as well. Hence, this indicator is not applicable.	Not Applicable
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</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 as well. Hence, this indicator is not applicable.	Not Applicable
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The water and ground cover management programme documented in the FGV Agricultural Manual (Water Management in Inland, Coastal and Peat lands); Issue date: 1/7/2011 which include the following:</p> <ul style="list-style-type: none"> - Bulk of the supply in view of the location are from PAIP for both mill and estate. - Monitor the quality of main water inlet/outlet for pollutants from estate's operations. - Contingency during water shortage. - Monitor the usage of fresh water on monthly basis - Reuse/recycle wastewater 	Complied
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with</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 as well. Hence, this indicator is not applicable.	Not Applicable

	<p>crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p>(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 all estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.</p>	Not Applicable
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 all estate visited. There was also no new planting in the estate as well. Hence, this indicator is not applicable.</p>	Not Applicable
<p>Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.</p>			
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p>	<p>Water management plan in place and implemented by mill and estate to ensure efficient use and continued availability of water source and to avoid negative impacts on other users in catchment. The plan includes the following:</p> <ul style="list-style-type: none"> - Rainwater harvesting for cleaning purposes - Water from the reservoir/catchment for the mill operations - Continuous training for workers on water efficiency consumption 	Complied

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	- Minor compliance -	<ul style="list-style-type: none"> - Desilting of water reservoir to retain the reservoir optimal capacity - The action plan in event of draught/water pollution - Monitoring of water and wastewater discharge quality - Workers are provided with treated clean water from public domain with back-up of treated water by the mill in case of emergency shortage. 	
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 were planted along the riverbanks. 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 Wa HA POM conducted river upstream and downstream quality monitoring through river water sampling analysis as per latest results as following:</p> <p>Analysis Certificate # MABB 1366/22; Date: 24/11/2022 for upstream river water BOD = 6 mg/L; downstream river water BOD = 4 mg/L by FGVPISB Bukit Besar Analytical Laboratory</p>	Complied
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>Based on DOE License # 004743; DOE Ref. # JAS.JHQ.600-3/1/7(18); Validity period: 1/7/2022 to 30/6/2023; Water course discharge BOD limit: 20 mg/l. Monitoring conducted on monthly bases as per sample latest results as following:</p> <ul style="list-style-type: none"> - Analysis Certificate # MABB 1669/22; Date: 3/1/2023 for POME final discharge BOD = 28 mg/L by FGVPISB Bukit Besar Analytical Laboratory 	Complied

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		<ul style="list-style-type: none"> - Analysis Certificate # MABB 1408/22; Date: 29/11/2022 for POME final discharge BOD = 28 mg/L by FGVPISB Bukit Besar Analytical Laboratory - Currently Wa Ha POM on contravene fee to DOE Johor as per letter ref. # JAS.JHQ.600-3/1/7 (SK 04); Date: 17/5/2022 due to higher BOD discharge compared to licensed limit. 													
7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitored on monthly basis with the baseline at 1.2 m ³ /FFB processed.	Complied												
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>For FGVPM Bukit Aping Selatan Estate, the Diesel Reduction plan including the following:</p> <ul style="list-style-type: none"> - Monitoring and recording of use in liter/month - Training to officer in-charge of diesel - Use of solar as substitute <p>Based on FGVPI Wa Ha POM By-products summary report 2022; Date: 20/12/2022 the monitoring records for mill sighted as following:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">By-product</th> <th style="width: 30%;">Tonnage</th> </tr> </thead> <tbody> <tr> <td>Bunch ash</td> <td>773.75 mt</td> </tr> <tr> <td>Sludge oil</td> <td>201.92 mt</td> </tr> <tr> <td>EFB</td> <td>12,271.75 mt</td> </tr> <tr> <td>PK Shell</td> <td>2,847.70 mt</td> </tr> <tr> <td>Shredded EFB</td> <td>4,740.23 mt</td> </tr> </tbody> </table>	By-product	Tonnage	Bunch ash	773.75 mt	Sludge oil	201.92 mt	EFB	12,271.75 mt	PK Shell	2,847.70 mt	Shredded EFB	4,740.23 mt	Complied
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		Decanter cake	300.15 mt	
		Fiber	48.57 mt	
Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.				
7.10.1	<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>FGVPISB Wa Ha Palm Oil Mill and FGVPM Bukit Aping Selatan Estate have identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <p>The management of both estate and mill has planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could impact the environment adversely</p> <p>Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report with legal permit of FGVPISB Wa Ha POM Sijil Kelulusan Alat Pembakaran Bahanapi di Bawah Peraturan-Peraturan Kualiti Alam Sekeliling (Udara Bersih) 1978, P.U.(A) 280; Ref. # ASJ(B)F02/03/99(2); Date: 24/3/1999</p>		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 certification unit has calculated the GHG using RSPO Palm GHG V4 calculator and the calculation option used is Option 1. The certification unit records NIL new development within the certified area. There is no peat soil or soil categorized as marginal or fragile soil in FGVPM Bukit Aping Selatan Estate nor there is no new planting within the estate.</p>		Complied
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Significant pollutants are identified and plans to reduce them implemented and monitored as per sample as following:</p>		OFI

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		<ul style="list-style-type: none"> - Report on Air Emission Monitoring (Boiler Chimney No. 1 and 2); Date of monitoring: 20/6/2022; Report # AEMR(J)/22-06/15 by MZ Enviro Testing & Consulting; Results: - Boiler Chimney # 1: Total Particulate Matter: 837.1 mg/m3 - Boiler Chimney # 2: Total Particulate Matter: 1,82.6 mg/m3 - PO # 3301548267/1301188103; Date: 25/4/2022; Monitoring date: 25/4/2022 & 31/12/2022 - Report on Ambient Air Monitoring; Date of monitoring; 19-20/9/2022; Report # AAMR(J)/22-09/07 by MZ Enviro Testing & Consulting - Ambient Air Monitoring Report; 29-30/3/2022; Report # AAMR(J)/22-03/13 by MZ Enviro Testing & Consulting - Report on Environmental Compliance Audit (2022-2023) "DOE License # 004743 Compliance Schedule"; DOE Tracking # JAS.JHQ.600-3/1/7(18); Audit date: 8/12/2022; Lead Auditor: Mohammad Aman bin Samsurey (EA 0077) by MZ Enviro Testing & Consulting <p>However, pollution prevention and impact control implementation in Wa Ha POM could be improve further for the following:</p> <ul style="list-style-type: none"> - Diesel skid tank containment and oil trap - Lubricant store oil trap - Water pump-house containment and oil trap <p>Hence, an OFI has been raised on the matter.</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.</p> <p>- Critical (Major) compliance -</p>	<p>No land preparation of existing planting in FGV Estates through burning ever since the management practiced zero burning as per the policy in documents as following:</p>	Complied

		<ul style="list-style-type: none"> - Manual Ladang Sawit LESTARI on reviewed 01/06/2012 - Sawit pra matang edisi II seksyen 3 <ul style="list-style-type: none"> - Manual Ladang Sawit LESTARI reviewed on 01/06/2012 - Sawit matang edisi II seksyen 4 <ul style="list-style-type: none"> - Manual Ladang Sawit LESTARI 01/06/2012 - Pembajaan sawit edisi II seksyen 5 <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Manual Kelestarian (Sustainability) <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 evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	
7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>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>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.</p>	Complied
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>Engagement was conducted in FGVPM Bukit Aping Selatan Estate during stakeholder consultation meeting on 20/10/2022</p> <p>Wa Ha POM appointed Muhamad Asmawi bin Ruslan; Operation Supervisor as PIC for monitoring of Open Burning within employees housing area.</p>	Complied

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.			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>HCVs, HCS forests and other conservation areas are identified as per report of High Conservation Value (HCV) Report FGVPM Bukit Aping Selatan Estate by Muhammad Zulfadzli bin Sufian Suri; Date: 20/12/2018.</p> <p>Perimeter area: 1,547.97 ha</p> <p>Oil palm planted area: 851.96 ha</p> <p>Rubber planted area: 405.32 ha</p> <p>Other area: 290.69 ha (roads: 91.71 ha; undeveloped: 23.56 ha; non-economic: 175.42 ha)</p> <p>Divisions: Bukit Wa Ha, Bukit Ester and Lok Heng</p> <p>There is no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
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,</p>	<p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV. Notwithstanding, the HCV management</p>	Complied

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	<p>implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>established as per documented FGVPM Bukit Aping Selatan Estate (2019 – 2023) Biodiversity Management Plan.</p>	
7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>Based on the assessment report i.e., "<i>Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti</i>"; FGVPM Bukit Aping Selatan dated 20 Dec 2018. Thereafter being 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 Bahan flowing inlet at PM10P. 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 related to areas as following:</p> <ul style="list-style-type: none"> - General biodiversity issues - Watercourses and drainage - Habitats natural and man-made - Wildlife - Ponds and reservoirs - Wetlands /watercourses - Legal aspects - Immediate and long-term effect 	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in</p>	<p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV. Notwithstanding, all workers were trained on</p>	Complied

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	<p>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>HCV, RTE conservation and CABI species as per training records of FGVPM Bukit Aping Selatan Estate; Date: 8/8/2022.</p>	
<p>7.12.7</p>	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV. There's also no peat land presence within the estate. Notwithstanding all workers were trained on No Deforestation, No Planting on Peat and No Exploitation (NDPE) training date: 18/5/2022</p>	<p>Complied</p>
<p>7.12.8</p>	<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>There is neither any presence of HCV and primary forest nor land clearing activities made nor had damaged any forest to protect or enhance the HCV. There's also no peat land presence within the estate. Based on the assessment report i.e., "<i>Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti</i>"; FGVPM Bukit Aping Selatan dated 20 Dec 2018. Thereafter being 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 Bahan flowing inlet at PM10P. 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 related to areas as following:</p> <ul style="list-style-type: none"> - General biodiversity issues - Watercourses and drainage - Habitats natural and man-made - Wildlife - Ponds and reservoirs 	<p>Complied</p>

		<ul style="list-style-type: none">- Wetlands /watercourses- Legal aspects- Immediate and long-term effect	
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Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **Wa Ha Palm Oil Mill** and supply base was calculated using the PalmGHG Calculator version 4. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2022** for **Wa Ha Palm Oil Mill** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.80
PKO	0.80

Extraction	%
OER	21.06
KER	5.30

Production	t/yr
FFB Process	260,030.00
CPO Produced	54,757.27
PKO Produced	13,771.61

Land Use	Ha
OP Planted Area	851.96
OP Planted on peat	-
Conservation (forested)	-
Conservation (non-forested)	-
Total	851.96

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	8,414.49	0.61	-	-	-	-	8,414.49	0.61
CO ₂ Emission from fertilizer	632.89	0.05	-	-	-	-	632.89	0.05
NO ₂ Emission	504.40	0.04	-	-	-	-	504.40	0.04
Fuel Consumption	117.11	0.01	-	-	-	-	117.11	0.01
Peat Oxidation	-	-	-	-	-	-	-	-
Sink								
Crop Sequestration	-7,975.82	-0.58	-	-	-	-	-7,975.82	-0.58
Conservation Sequestration	-	-	-	-	-	-	-	-
Total	1,693.07	0.12	-	-	-	-	1,693.07	0.12

**Note: Includes both estates and smallholders*

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	156,018.00	0.47
Fuel Consumption	707.93	-
Grid Electricity Utilization	-	-
Credit		
Export of Grid Electricity	-	-
Sales of PKS	-	-
Sales of EFB	-8,410.70	-0.03
Total	-7,702.77	-0.03

Summary of Kernel Crusher Emission and Credit (if applicable)

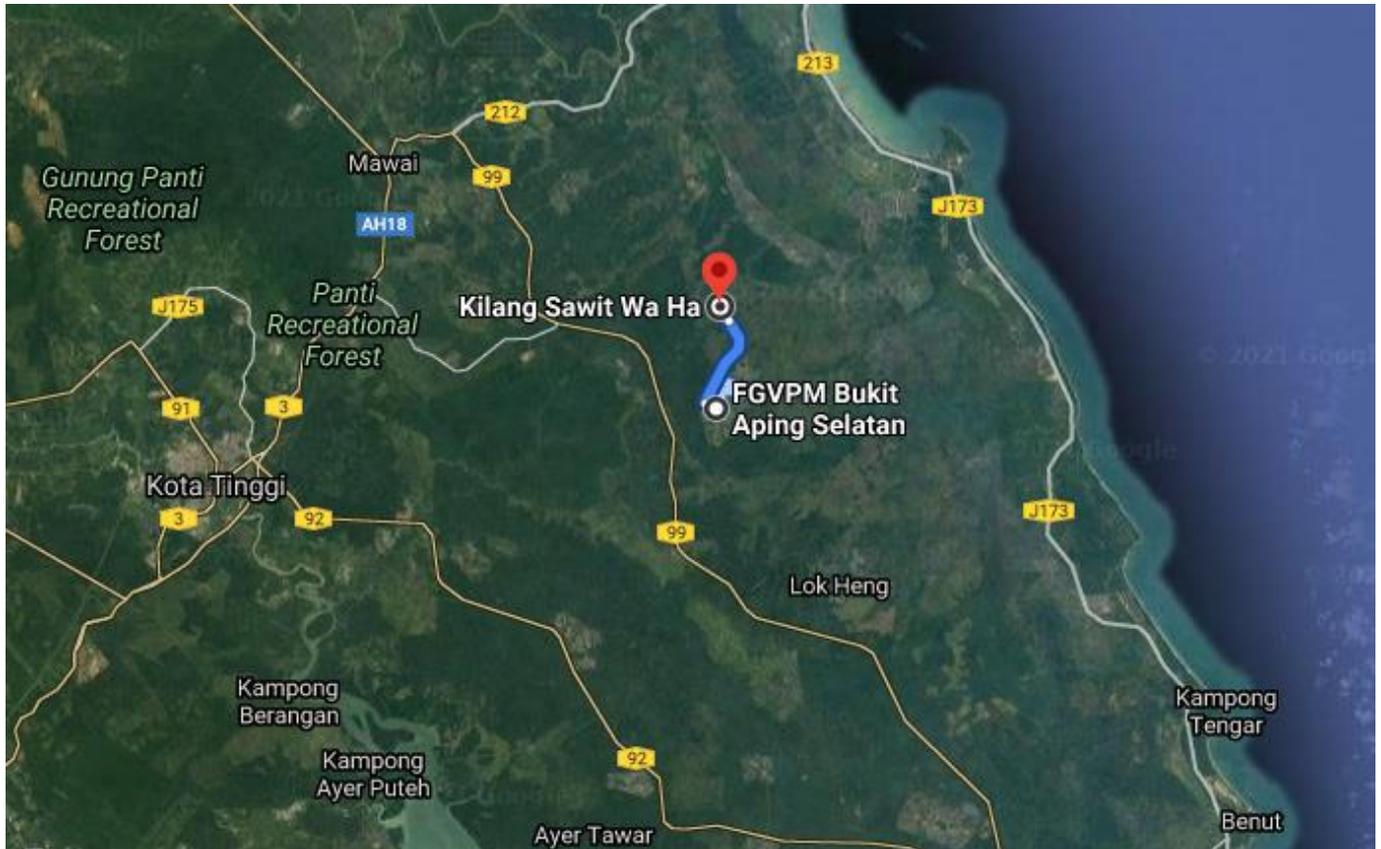
Emissions	tCO ₂ e
PK from own mill	-
PK from other source	-
Fuel Consumptions	-
Total Crusher emissions	-

*This mill has no kernel crusher operation.

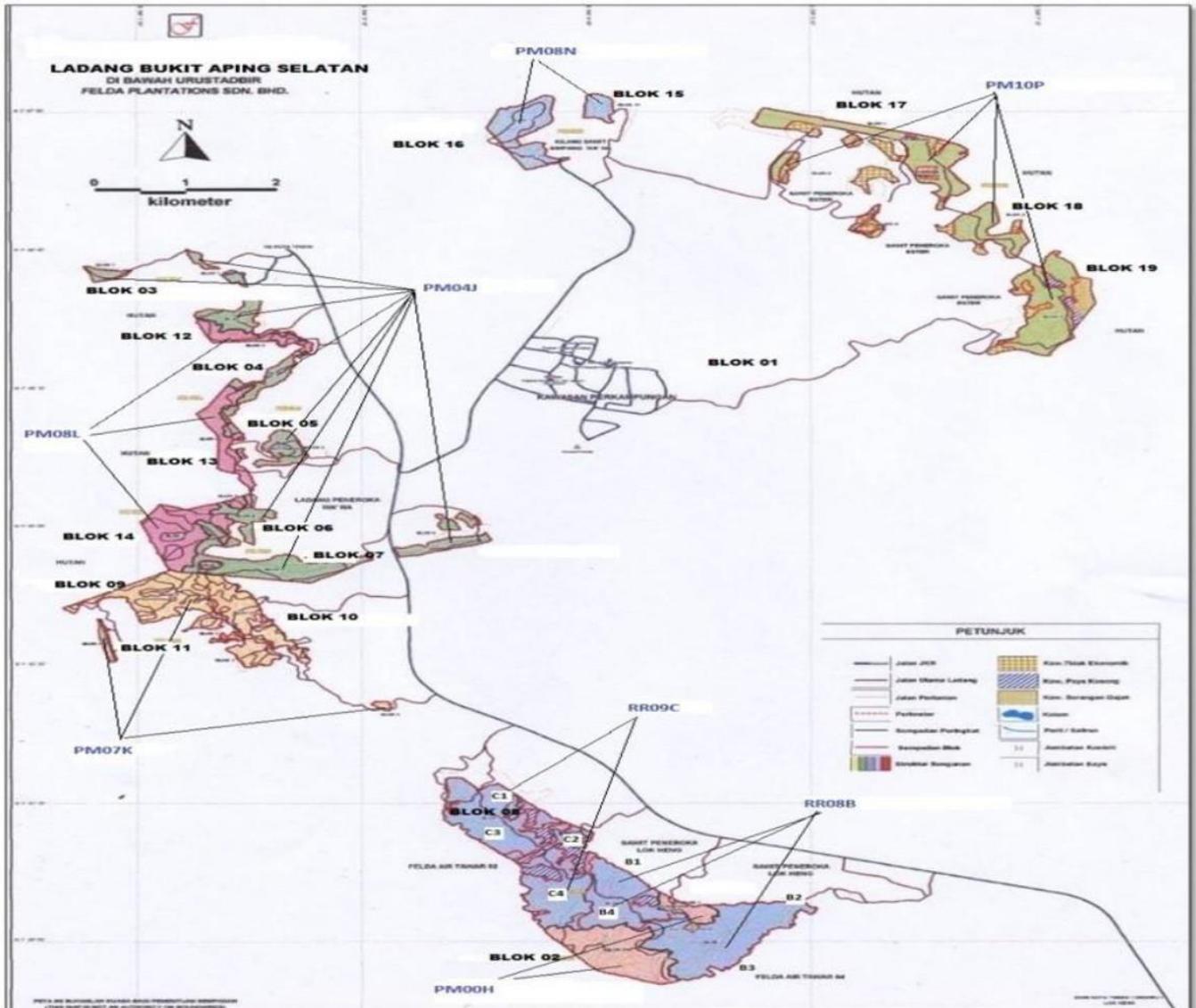
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	-
Divert to anaerobic diversion (%)	100

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

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