

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- ☐ Initial Assessment
- ☒ Annual Surveillance Assessment (1_1)
- ☐ Recertification Assessment (Choose an item.)
- ☐ Extension of Scope

Client Company Name / Parent Company: FGV Holdings Berhad
Client Company / Parent Company Address: FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.
Certification Unit: FGV Palm Industries Sdn Bhd Besout Palm Oil Mill Location of Certification Unit: Felda Besout 01, 35600 Sungkai, Malaysia
Date of Final Report: 05/07/2024

TABLE of CONTENTS
Page No

Section 1: Scope of the Assessment.....	3
1. Company Details	3
2. Certification Information	3
3. Other Certifications	4
4. Location(s) of Mill & Supply Bases	4
5. Description of Supply Base	4
6. Plantings & Cycle	4
7. Summary of Certified Tonnage of FFB (Own Certified Scope)	5
8. Summary of Certified Tonnage of FFB (from other certified unit(s))	5
9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate).....	5
10. Summary of Certified Tonnage (MT) (not applicable for ISS)	7
11. Summary of Actual Volume Sold	8
12. Independent Smallholders Certified Tonnage (MT) / Volume	9
13. Independent Smallholders Actual Sold Tonnage / Volume	10
Section 2: Assessment Process	11
2.1 Assessment Methodology, Programme, Site Visits	11
2.2 BSI Assessment Team	12
2.3 Assessment Plan	14
Section 3: Assessment Findings	17
3.1 Multiple Management Units and Time Bound Plan	17
3.2 Progress of scheme smallholders and/or outgrowers.....	21
3.3 Details of Nonconformities	60
3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement	66
3.3.2 Summary of the Nonconformities and Status	99
3.4 Stakeholders and previous land owner / user consultation.....	100
3.5 Impartiality and conflict of interest	102
Formal Signing-off of Assessment Conclusion and Recommendation	102
Appendix A: Summary of Findings	104
Appendix B: GHG Reporting Executive Summary	215
Appendix C: Location Map of Certification Unit and Supply bases.....	217
Appendix D: Estate Field Map	218
Appendix E: List of Smallholder Registered and/or sampled	220
Appendix F: List of Abbreviations	220

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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	FGV Holdings Berhad, Wisma FGV, Level 20 West, Jalan Raja Laut, 50350, Kuala Lumpur, Malaysia.		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	FGV Palm Industries Sdn Bhd Besout Palm Oil Mill		
Location / Address	FELDA Besout 01, 35600 Sungkai, Perak, Malaysia		
Website	http://www.fgvholdings.com		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	+60 3-2789 1338	Facsimile	+60 3-2789 0440

2. Certification Information			
Certificate Number	RSPO 682927	Certificate Start Date	30/04/2023
Date of First Certification	30/04/2018	Certificate Expiry Date	29/04/2028
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	The objective of the visit is to conduct an Annual Surveillance Assessment (ASA 1_1) to ensure the elements of the scope of registration and the requirements of the management standard are effectively addressed by FGVPIB Besout Palm Oil Mill and Supply Bases' management system and the ability of the management system to ensure the organisation meets applicable statutory, regulatory and contractual requirements and as applicable, to identify areas for potential improvement of the management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 1_1) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 of the RSPO P&C 2018		
Supply Chain Module	<input type="checkbox"/> Identity Preserved; <input checked="" type="checkbox"/> Mass Balance	Mill Capacity	54 mt/hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-Site Audit (Option AI)	<input type="checkbox"/> On-Site Audit (Option AII)	<input type="checkbox"/> Remote Audit (Option B)

3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 701758	MSPO 2530-3:2013 (MSPO Part 3)	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO 701757	MSPO 2530-4:2013 (MSPO Part 4)	BSI Services Malaysia Sdn Bhd	06/05/2024
MSPO SCCS-TCI-030-2020	MSPO SCCS 2018	Trans Certification International 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 Besout POM	FGVPISB Besout POM, H.S. (D) 10962 Felda Besout 01, 35600 Sungkai, Perak Darul Ridzuan, Malaysia	03° 52' 48.00" N	101° 16' 33.99" E
FGVPM Besout 6 Estate	FGVPM Besout 06 Estate, 35600 Sungkai, Perak Darul Ridzuan, Malaysia	03° 46' 40.01" N	101° 16' 39.00" E
FGVPM Besout 7 Estate	FGVPM Besout 07 Estate, 35600 Sungkai Perak Darul Ridzuan, Malaysia	03° 50' 35.00" N	101° 17' 35.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No			<input type="checkbox"/> Yes	
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGVPM Besout 06	2,109.71	0.00	273.48	2,383.19	88.52
FGVPM Besout 07	2,495.00	0.00	415.47	2,910.47	85.72
Total	4,604.71	0.00	688.95	5,293.66	86.99

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
FGVPM Besout 06	0.00	1,261.10	770.46	78.15	2,109.71	0.00
FGVPM Besout 07	0.00	1,848.49	646.51	0.00	2,495.00	0.00
Total (ha)	0.00	3,109.59	1,416.97	78.15	4,604.71	0.00
Note: Only Mature area is considered as production area						

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated Last Year (Apr 23 – Mar 24)	Actual (Mar 23 – Jan 24)		Forecast (Apr 24 – Mar 25)
		Previous license period (Mar 23 – Apr 23)	Current license period (May 23 – Jan 24)	
FGVPM Besout 06	49,083.00	6,110.72	33,666.00	38,420.00
FGVPM Besout 07	38,398.00	3,033.95	19,971.69	26,419.00*
Total	87,481.00	62,782.36		64,839.00
Note:				
(1) *The forecasted FFB yield at FGVPM Besout 7 Estate is projected to be 10.59 MT/ha. This is primarily due to the fact that 345 hectares of the area have been attacked by bagworms. Furthermore, a significant portion of the crop is still in its first year of harvesting.				
(2) The actual reporting period covered only 11 months, from March 2023 to January 2024. This is due to the fact that the previous Public Summary report encompassed the period from February 2022 to February 2023, and the current assessment was carried out in February 2024.				

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated Last Year (Apr 23 – Mar 24)	Actual (Mar 23 – Jan 24)		Forecast (Apr 24 – Mar 25)
		Previous license period (Mar 23 – Apr 23)	Current license period (May 23 – Jan 24)	
N/A	N/A	N/A	N/A	N/A
N/A	N/A	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 (Apr 23 – Mar 24)	Actual (Mar 23 – Jan 24)		Forecast (Apr 24 – Mar 25)
		Previous license period (Mar 23 – Apr 23)	Current license period (May 23 – Jan 24)	
MPOB Wilayah Timur		0.00	7.02	
Amson Sdn Bhd		215.31	1,172.58	
Bakti Mas Bina Sdn Bhd		6,482.33	23,585.70	
Bright Sun Agro Farm Sdn Bhd		0.00	65.28	
FELDA Besout 01		4,766.71	22,847.70	

FELDA Besout 02		4,368.46	18,287.00	
FELDA Besout 03		2,734.14	9,130.43	
FELDA Besout 04		1,838.01	7,109.70	
FELDA Besout 05		1,558.30	10,459.10	
FELDA Sungai Behrang		0.00	15.84	
GPW FELDA Gunung Besout 02		0.00	94.38	
JKKR FELDA Gunung Besout 05		0.00	196.30	
Kim Ma Oil Palm (Transport) Sdn Bhd		1,078.40	4,010.22	
Koperasi FELDA Gunung Besout 3 Sungkai Berhad		55.40	1,068.81	
Koperasi FELDA Gunung Besout 4 Sungkai Berhad		187.44	2,377.96	
Koperasi Permodalan FELDA Malaysia Berhad		0.00	20,054.20	
Landta Rasmi Sdn Bhd		0.00	3,510.04	
Pantas Asli Enterprise		760.99	4,571.32	
Perak Agro Management Services Sdn Bhd		557.78	4,049.65	
PKEINPK Sdn Bhd		597.21	7,937.05	
Sawit Langkap Sdn Bhd		0.00	48.53	
Sawit Station Sdn. Bhd.		403.27	1,365.95	
Seng Highland Fruits Trading		0.00	98.17	
Seni Perintis Sdn Bhd		749.07	2,127.04	
Tamilarasu A/L Panner Selvam		64.98	28.70	
Yayasan Pembangunan Pendidikan India Negeri Perak		616.07	3,821.00	
Total	170,000.00	175,073.54	176,080.00	

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	Mar 2023	4,568.08	14,039.56	18,607.64
2	Apr 2023	4,576.59	12,994.31	17,570.90
3	May 2023	5,757.45	14,212.24	19,969.69
4	June 2023	4,925.52	12,790.61	17,716.13
5	July 2023	5,848.18	16,655.49	22,503.67
6	August 2023	5,501.18	15,623.45	21,124.63
7	September 2023	6,131.13	17,350.83	23,481.96
8	October 2023	7,388.84	18,911.49	26,300.33
9	November 2023	6,231.87	19,613.35	25,845.22
10	December 2023	6,221.47	18,726.22	24,947.69
11	January 2024	5,632.05	14,155.99	19,788.04
TOTAL		62,782.36	175,073.54	237,855.90

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated Last Year (Apr 23 – Mar 24)	Actual (Mar 23 – Jan 24)		Forecast (Apr 24 – Mar 25)
	Previous License Period (Mar 23 – Apr 23)	Current License Period (May 23 – Jan 24)	
FFB	FFB		FFB
87,481.00 mt	9,144.67 mt	53,637.69 mt	69,800.00 mt
	TOTAL	62,782.36 mt	
CPO (OER: 14.86%)	CPO (OER: 19.36%)	CPO (OER: 19.47%)	CPO (OER: 20.18%)
13,000.00 mt	1,770.17 mt	10,442.75 mt	14,085.64 mt
	TOTAL	CPO (OER: 19.45%)	
		12,212.92 mt	
PK (KER: 3.86%)	PK (KER: 5.17%)	PK (KER: 5.10%)	PK (KER: 5.28%)
3,380.00 mt	472.58 mt	2,733.35 mt	3,685.44 mt
	TOTAL	PK (KER: 5.11%)	
		3,205.93 mt	

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Note:

- (1) *The forecasted FFB yield at FGVPM Besout 7 Estate is projected to be 10.59 MT/ha. This is primarily due to the fact that 345 hectares of the area have been attacked by bagworms. Furthermore, a significant portion of the crop is still in its first year of harvesting.
- (2) The actual reporting period covered only 11 months, from March 2023 to January 2024. This is due to the fact that the previous Public Summary report encompassed the period from February 2022 to February 2023, and the current assessment was carried out in February 2024.

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

No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Mar 2023	878.46	235.61
2	Apr 2023	891.71	236.97
3	May 2023	1,203.25	316.86
4	June 2023	1,002.25	249.17
5	July 2023	951.71	241.34
6	August 2023	1,071.21	266.69
7	September 2023	1,171.46	337.08
8	October 2023	1,503.74	395.88
9	November 2023	1,214.41	356.44
10	December 2023	1,216.05	317.52
11	January 2024	1,108.67	252.37
TOTAL		12,212.92	3,205.93

11. Summary of Actual Volume Sold**Current License Period (May 23 – Jan 24)**

	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0.00	0.00	0.00	0.00	0.00
PK (MT)	1,840.83	0.00	0.00	0.00	1,840.83
Credits	6,140.00	0.00	0.00	0.00	6,140.00

Previous License Period (Mar 23 – Apr 23)

CPO (MT)	0.00	0.00	0.00	0.00	0.00
PK (MT)	429.17	0.00	0.00	0.00	429.17
Credits	2,650.00	0.00	0.00	0.00	2,650.00

Note:

Conventional is RSPO certified material but sold as non-RSPO.

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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)
01	ABC	RSPO_PO1000001892	0.00	2,270.00
TOTAL			0.00	2,270.00

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)
1	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)
1	N/A	0.00	0.00
TOTAL		0.00	0.00

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	XXXXXXXXXX	RSPO_PO1000001892	8,790.00
TOTAL			8,790.00

12. Independent Smallholders Certified Tonnage (MT) / Volume									
Phase	Estimated Last Year (Apr 23 – Mar 24)			Actual (Mar 23 – Jan 24)			Forecast (Apr 24 – Mar 25)		
	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	N/A	N/A	N/A	N/A	N/A	N/A
IS-CSPO	N/A	N/A	N/A	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	N/A	N/A	N/A
IS-CSPKE	N/A	N/A	N/A	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	N/A	N/A	N/A

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

13. Independent Smallholders Actual Sold Tonnage / Volume							
	FFB	FFB Conventional	FFB Other schemes	IS-CSPO	CSPK	IS-CSPKO	IS-CSPKE
Current License Period (May 23 – Jan 24)							
Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Previous License Period (Mar 23 – Apr 23)							
Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Physical	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

Website: www.bsigroup.com

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on 05-08/02/2024. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website.

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 24/04/2024. 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 Besout Palm Oil Mill and Supply Bases 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.

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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

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

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

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

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

Assessment Program					
Name (Mill / Supply Base)	Year 1 (Recertification)	Year 2 (ASA 1_1)	Year 3 (ASA 1_2)	Year 4 (ASA 1_4)	Year 5 (ASA 1_5)
FGVPISB Besout POM	✓	✓	✓	✓	✓
FGVPM Besout 6 Estate	✓	✓	✓	✓	✓
FGVPM Besout 7 Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: February 3, 2025 - February 6, 2025

Total Number of Mandays: 9.5 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Ahmad Rofi Abu Talib Khan (ARK)	Team Leader	<p>Education: Bachelor Degree In Mechanical Engineering from Universiti Teknologi MARA Shah Alam, graduated in 2015</p> <p>Work Experience: He started his career as Assistant Mill Manager, managing the day-to-day mill operations. In his five years' experience, he has experience handling the certification of ISO 9001, OHSAS 18001, ISO 14001 as well as Malaysia Sustainable Palm Oil (MSPO). Currently working as auditor for palm oil sustainability certifications.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, ISO 14001 and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course.</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language.</p> <p>Aspect covered in this audit: <input type="checkbox"/> Good Agriculture Practice <input checked="" type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply Chain requirements <input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and Claim requirements <input type="checkbox"/> ISH Context (ICS, Internal Audit, Policy, Business Planning, and Trading System) </p>

Hafriazhar Mohd Mokhtar (HMM)	Team Member	<p>Education: Bachelor of Engineering (Hons.) Chemical Engineering, UTM</p> <p>Work Experience: Has more than 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: ILO Training (2024), HCV Training (2023), GHG Training (2022), Social Auditing & SMETA Training (2021), MSPO SCCS LA Training (2020), MSPO LA Training (2019) ISO 45001 LA Training (2018), RSPO LA Training (2017), RSPO SCCS LA Training (2016), RSPO P&C LA Training (2015), ISO 9001 LA Training (2014), ISO 50001 LA Training (2013), VCS Training (2012), CDM Training (2011), ISO 14001 LA Training (2011)</p> <p>Language proficiency: Fluent in in both verbal/written Bahasa Malaysia and English Language</p> <p>Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply Chain requirements <input type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and Claim requirements <input type="checkbox"/> ISH Context (ICS, Internal Audit, Policy, Business Planning, and Trading System) </p>
Fahmi Othman (FBO)	Team Member	<p>Education: Bachelor's Degree in Industrial Biology from Universiti Teknologi Malaysia, graduated in 2010.</p> <p>Work Experience: He gained his working exposure in the plantation sector, serving as an Assistant Manager with a plantation company managing the day-to-day plantation operations before acting as Sustainability Officer for another significant 4 years. In his career, Fahmi had accumulated more than 9 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans. Prior to joining BSI, he was an auditor for another local certification body who experienced in MSPO and PEFC Certification Audit.</p> <p>Training attended: He has completed CQI – IRCA approved ISO 9001, and ISO 45001 Lead Auditor Course, MSPO 2530:2013 Lead Auditor Course, Endorsed RSPO Lead Auditor and RSPO SCC Auditor course as well as SA 8000.</p> <p>Language proficiency: Fluent in English and Bahasa Malaysia</p> <p>Aspect covered in this audit: <input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply Chain requirements <input checked="" type="checkbox"/> Social <input type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and Claim requirements <input type="checkbox"/> ISH Context (ICS, Internal Audit, Policy, Business Planning, and Trading System) </p>

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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	ARK	HMM	FBO
Sunday, 04/02/2023		Travelling from Kuala Lumpur to Slim River	√	√	√
Monday, 05/02/2023 FGVPM Besout 6	0900 - 0930	Opening Meeting: <ul style="list-style-type: none"> Opening Presentation by Audit team leader. Confirmation of assessment scope and finalize Audit plan 	√	√	√
	0930 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.	√	√	√
	1230 - 1330	Lunch	√	√	√
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.)	√	√	√
	1630 - 1700	Interim Closing Meeting	√	√	√

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Date	Time	Subjects	ARK	HMM	FBO
Tuesday, 06/02/2024 FGVPM Besout 7	0900 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc.), agrochemical mixing area, Scheduled waste management, worker housing, clinic, Landfill, , etc	√	√	√
		Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.		√	
	1230 - 1330	Lunch	√	√	√
	1330 - 1630	Visit to laboratory, weighbridge and palm product storage area. Document Review P1 – P7: SOPs, Supply chain for CPO mill, Review on SEIA documents and records, wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation etc.	√	√	√
	1630 – 1700	Interim Closing Meeting	√	√	√
Wednesday 07/02/2024 Besout POM	0900 - 1230	Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment, staff, workers and contractor interview, housing and facility inspection, clinic, meeting stakeholders, etc. Stakeholder consultations: (1000 – 1230) Consultation with relevant stakeholders which consists of various categories such as government agencies/enforcers, NGO, contractors, suppliers, surrounding communities (e.g. neighboring estates, smallholders, villages, workers representative, etc.), etc.	√	√	√
				√	
	1230 - 1330	Lunch	√	√	√
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation etc.)	√	√	√
	1630 - 1700	Interim Closing Meeting	√	√	√

RSPO P&C Public Summary Report**Revision 15 (Nov 2023)**

Date	Time	Subjects	ARK	HMM	FBO
Thursday 08/02/2024 Besout POM	0900 - 1100	RSPO Supply chain requirements for mill - Mass balance Module - Internal Audit - Outsourcing activities - Purchasing and Goods In - Sales and Goods Out - Outsourcing Activities - Record keeping - Extraction Rate - Processing - Registration of transaction - Claims	√	√	
	1100 - 1130	Closing Meeting	√	√	

Major NC Closure Assessment Plan

Date	Time	Subjects	ARK
Sunday, 21/04/2024		Travelling from Kuala Lumpur to Slim River	√
Monday, 22/04/2024	0900 - 0915	Opening Meeting: • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan	√
	0915 – 1145	Verification on Major NC closure evidence. Document review, site observation, workers/stakeholder interview (individual and group session) for: 1. 2456650-202402-M1 2. 2456650-202402-M2 3. 2456650-202402-M3 4. 2456650-202402-M4	√
	1145 -1230	Closing Meeting	√
	1230	Auditor travel to Kuala Lumpur	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2023.	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	<p>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/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings</p> <p>FGV has implemented the RSPO Complaints Panel (CP)'s directives of November 2018 and January 2020 respectively, and audits to verify FGV's implementation of the CP's directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ol style="list-style-type: none"> that the suspension of FGV's P&C certificate for Kilang Sawit Seriting and its Supply Bases is lifted; 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>At the moment, 30 of FGV's 66 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is fully 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.	No new acquisitions were recorded or in planning.	Complied

<p>Certification plan for the new acquisition shall be available.</p> <p>If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.</p>		
<p>Any deviations from the maximum periods requires approval by the RSPO Secretariat.</p>	<p>Latest TBP has been submitted to the RSPO and was approved on 20 March 2024.</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.</p> <p>Is this consistent with the ACOP reporting?</p>	<p>Yes. The changes includes the additional scope extension for the FGVP M rationalization estate and also ceasation process for few FGVP I mills (Jerangau Baru and Nilam Permata).</p>	<p>Complied</p>
<p>Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised</p>	<p>Yes, due to the pending liability disclosure checking by the RSPO and also the conditional lifting involving FGV Serting Complexes.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>No.</p>	<p>Complied</p>
Un-Certified Units or Holdings		
<p>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.</p>	<p>There has been no replacement of primary forest area. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed.</p> <p>However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. There was a report issued by Chain Reaction which informed the fact of FGV in Kalimantan's concession had cleared 1600 Ha peat forest. On 25th April 2017 Secretariat had a meeting with FGV and they claimed that they only planted on less than 100 Ha on a shallow depth. On 08 Jun 2022, the Complaints Panel's decision letter with regards to the Post Complaint's Monitoring status was made available at the RSPO website. Therefore, the Complaint is now formally closed.</p>	<p>Complied</p>
<p>Any new plantings since January 1st 2010 shall comply with the RSPO New Plantings Procedure.</p>	<p>There is new planting after 1st January 2010. Liability Disclosure was submitted and waiting for RSPO's decision for further action. The Liability Disclosure involved Asian Plantation Limited and Tanah Emas Oil Palm Processing.</p> <p>Ladang FGVP M Tembangau 05, Ladang FGVP M Chegar Perah 02, Ladang FGVP M Selendang 03 and Ladang FGVP M Bukit Sagu 08 status HCVRN closed referred HCV Chegar Perah 02 Estate, Bukit Sagu 08 Estate, Tembangau 05 Estate, Selendang 03 Estate,</p>	<p>Complied</p>

	Malaysia HCV Network . This area proceed with land clearing. Did not go NPP as this is certified area.	
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. <i>Note:</i>	No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVP M Tenggaroh 12 and FGVP M Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014 and 227.90 ha in 2013. Case already reported to RSPO on February 10, 2020. Compensation will provide after Concept note approved by RSPO, Concept note was in progress.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	<p>In reference to RSPO Complaints Panel directive findings dated 30/11/2018 and second letter on 13/01/2020 resulting from the verification audit which was carried out in October 2019 as well as several other internal assessment and external audits findings on recruitment issues particularly on recruitment costs, FGV has taken positive and further steps to ensure that the workers are well informed of FGV policies on the hiring of workers inter alia the cost of recruitment.</p> <p>In addition, since July 2019, FGV has been conducting briefing sessions for its appointed recruitment agencies to communicate and promote understanding about the contents and expectations of the Guidelines and Procedures for the Responsible Recruitment of Foreign Workers. Emphasis is given in particular on ethical recruitment processes and on the non-imposition of recruitment fees by the recruitment agencies on the workers as stipulated in the contract between FGV and the recruitment agencies.</p> <p>Notwithstanding, it is noted that the pre-recruitment costs which include the cost of securing the official documents (ID and passports) and the travel-related cost for these are borne by workers, which some paid to the sub-agent/ agents to assist/ expedite the process.</p> <p>FGV has also revised the contract of Recruitment Agencies Contract to translate FGV's commitment to bear the official costs of recruitments which include, among others, the levy, airfare, cost of medical check-up in Malaysia and insurance. The revised contract includes new provisions prohibiting the agencies from charging the above fees on workers.</p> <p>In order to ensure recruitment agencies, comply with this requirement around imposition of fee, FGV has conducted a series of socialization programs with agencies and their sub-agents in Lombok (Indonesia) on 30-31/01/2020, Chennai</p>	Complied

	<p>(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 series 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: https://www.fgvholdings.com/sustainability/reports-updates/.</p>	
Any Legal non-compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	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.	Complied
Did the company conduct internal audit for those uncertified estates against the uncertified management units requirement and covering the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12? If yes, a positive assurance statement shall be available and justified.	All 66 complexes have conducted internal audit for Year 2023. Evidence are available through the internal audit report done by Sustainability Compliance and Certification Department (SCCD).	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	Internal audit were conducted and raised issues are addressed through internal audit action plan and implemented phase by phase (according to the timeline) by the project. Evidence are available through internal audit reports.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during Stakeholders Consultation session and Social Impact Assessment (SIA).	Complied

	Issues that were raised during the session are being recorded in the SIA management plan and actions/resolutions being handled by respective projects.	
--	--	--

3.2 Progress of scheme smallholders and/or outgrowers

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

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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 (Only applicable when revision is made)			
				Latitude	Longitude						Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
<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 FGVPM 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 FGVPM 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 FGVPM 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			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>	Kilang Sawit Selendang, Pejabat Pos Kuala Rompin, 26800 Kuala Rompin, Pahang	2.7049	103.4406		Certified	2017	2017	2022	No			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPB 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			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPB 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	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM 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			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPB 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			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPB 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 FGVPB Bukit Sagu</i>	Kilang Sawit Bukit Sagu, Peti Surat 69, 25700 Kuantan, Pahang	3.9674	103.1483		Certified	2017	2017	2022	No			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<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 Tun Razak, Pahang	2.9698	102.9587		Certified	2017	2017	2022				
<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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<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		2023	Yes	2025	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP	20-Mar-24
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	STESEN PENYELIDIKAN MERCHONG, 41 - 004 LORONG PERMAI KIRI DESA TERATAI, 26700 MUADZAM SHAH, PAHANG DARUL MAKMUR	103.1420	3.0806	381.85	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>	Kilang Sawit Lepar Utara 6, Peti Surat 12, Pejabat Pos 2020, 26400 Bandar Pusat Jengka, Pahang	3.9711	102.6918		Certified	2017	2017	2022				
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	Ladang Felda Lepar Utara 05, W/P Felda Lepar Utara 01, 26400 Bandar Jengka, Pahang Darul Makmur	3.841001	102.77297	1819.02	Certified	2017	2017	2022	No			

RSPO P&C Public Summary Report Revision 15 (Nov 2023)

Kompleks Lepar Utara 6	Malaysia	Ladang FGVPM Lepar Utara 07	Ladang Felda Lepar Utara 07, 27000 Jerantut, Pahang Darul Makmur	3.920264	102.688664	2,259.90	Certified	2017	2017	2022	No			
Kompleks Lepar Utara 6	Malaysia	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			
Kompleks Lepar Utara 6	Malaysia	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			
Kompleks Lepar Utara 6	Malaysia	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			
Kompleks Lepar Utara 6	Malaysia	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			
Kompleks Lepar Utara 6	Malaysia	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			
Kompleks Lepar Utara 6	Malaysia	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	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
Kompleks Lepar Utara 6	Malaysia	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	Ladang Felda Lepar Utara 14, W/Pos Felda Lepar Utara 01, 26400 Bandar Jengka, Pahang Darul Makmur	3.903007	102.797145	1,545.17	Not Certified	2017	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
Kompleks Maokil	Malaysia	Kilang Sawit FGVPI Maokil	Kilang Sawit Maokil, Peti Surat 14, 85300 Labis, Johor	2.2993	102.9846		Certified	2017	2017	2022				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<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			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM 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 FGVPM Krau 02	Ladang Felda Krau 02, 28800, Lurah Bilut, Bentong, Pahang Darul Makmur	3.612148	101.955639	2252.13	Certified	2017	2017	2022	No			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<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	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<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, 26300 Kuantan, Pahang	3.6437	103.0113		Certified	2017	2017	2022				
<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	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Kompleks Triang	Malaysia	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			
Kompleks Triang	Malaysia	Ladang FGVPM 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 FGVPM 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 FGVPM 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 FGVPM 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		2023	Yes	2024	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Triang	Malaysia	Ladang FGVPM 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		2023	Yes	2024	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)	20-Mar-24
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		2023	Yes	2024	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>	Kilang Sawit Kechau B, Peti Surat 57, 27207 Kuala Lipis, Pahang	4.2424	102.1048		Certified	2017	2017	2022				
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	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			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Cegar 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			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	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			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM 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 FGVPM 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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM 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 FGVPM 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 FGVPM 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			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM 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 FGVPM 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 FGVAS Telang	STESEN PENYELIDIKAN TELANG, PADANG TENGGU, 27100 KUALA LIPIS, PAHANG DARUL MAKMUR.	101.9650	4.3136	572.80	Certified	2017	2017	2022	No			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI 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 FGVPM 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	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
<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>	Kilang Sawit Besout, Pejabat Pos Sungkai, 35600 Sungkai, Perak	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>	Kilang Sawit Neram, Pejabat Pos Mini Felda	4.0133	103.2893		Certified	2017	2017	2022	No			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			Neram 1, 26160 Kuantan, Pahang											
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM 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 FGVPM 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 FGVPM 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				
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM 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			
<i>Kompleks Chiku</i>	<i>Malaysia</i>	Ladang FGVPM 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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Kompleks Keratong 2	Malaysia	Kilang Sawit FGVPI 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 FGVPM 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 FGVPI 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 FGVPM Keratong 11	Ladang Felda Keratong 11, 26900, Bandar Tun Razak , Pahang Darul Makmur	2.88549	103.018	1196.40	Certified	2018	2018	2022	No			
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 Terengganu Darul Iman.	4.672093	103.040	1246.47	Certified	2018	2018	2022	No			
Kompleks Kerteh	Malaysia	Ladang FGVAS Kerteh	STESAN PENYELIDIKAN KERTEH, JALAN KELUBI, BANDAR KETENGAH JAYA, 23300 DUNGUN TERENGGANU	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	3.9216	102.4899		Certified	2018	2018	2022				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			Gelanggi, 27000 Jerantut, Pahang											
Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS PPPTR	PUSAT PENYELIDIKAN PERTANIAN TUN RAZAK, 26400 BANDAR JENGKA, PAHANG DARUL MAKMUR.	102.5360	3.8945	2379.69	Certified	2018	2018	2022	No			
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 JENGKA 24/25, 26400 BANDAR JENGKA, PAHANG DARUL MAKMUR.	102.4290	3.7667	894.79	Certified	2018	2018	2022	No			
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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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, 81450 KULAI, JOHOR	103.6470	1.7452	55.91	Certified	2018	2018	2022	No			
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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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	2023	2023	Yes	2025	Rasionalisasi Estate (From certified area)	20-Mar-24
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	Ladang Felda Tembangau 05, 28380 Kemayan , Pahang Darul Makmur	3.0372	102.539	2178.44	Certified	2018	2018	2022	No			
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			

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang	Kilang Sawit Bukit Kepayang, Pejabat Pos Triang, 28300 Triang, Pahang	3.3465	102.5965		Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	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			
Kompleks Tenggaroh	Malaysia	Ladang FGVPM 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			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Kompleks Nitar	Malaysia	Ladang FGVPM 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 Waha	Malaysia	Kilang Sawit FGVPI Waha	Kilang Sawit Wa Ha, Karung Kunci No.524, 81907 Kota Tinggi, Johor	1.7957	104.0755		Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	Ladang Felda Bukit Aping Selatan, D/a Felda Bukit Waha, 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		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	Ladang Felda Aring 02, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.93893	102.369106	2073.16	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	Ladang Felda Aring 15, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.95582	102.295	1995.77	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Aring A	Malaysia	Ladang FGVP Aring 4	Ladang Felda Aring 03, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.897	102.359	2749.24	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVP Aring 5	Ladang Felda Aring 04, P.O. Box No.1, 18300 Gua Musang, Kelantan Darul Naim	4.897498	102.319414	1393.24	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVP 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		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVP 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		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVP 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		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVP Aring 10	Ladang Felda Aring 08, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.973964	102.437897	2192.37	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report Revision 15 (Nov 2023)

Kompleks Aring A	Malaysia	Ladang FGVPM Aring 11	Ladang Felda Aring 10, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.931694	102.449082	1791.57	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 15	Ladang Felda Aring 11, Pejabat Pos Gua Musang, 18300 Gua Musang, Kelantan Darul Naim	4.93189	102.448399	1180.41	Not Certified	2017		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok	Kilang Sawit Chalok, 21450 Setiu, Terengganu	5.4553	102.7836		Not Certified	2018		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting	Kilang Sawit Serting, 72100 Bandar Seri Jempol, Negeri Sembilan	2.9046	102.4462		Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	Ladang Felda Serting Hilir 09, 72120 Sri Jempol, Negeri Sembilan Darul Khusus	2.94515	102.499	1712.29	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
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		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
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		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
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		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
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		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	Ladang Felda Palong 21, W/Pos Palong 14, 73460 Gemas, Negeri Sembilan Darul Khusus	2.89235	102.617	1,344.42	Not Certified	2018		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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		2023	Yes	2024	In the preparation process to be certified. Shapefile mapping issue	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jerangau Barat	Malaysia	Ladang FGVPM Chador 1	Ladang Felda Chador 01, W/Pos Bukit Bading , 21810 , Ajil Terengganu Darul Iman	5.04699	103.174	2709.05	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVPI Kalabakan	Kilang Sawit Kalabakan, Peti Surat 62007, 91030 Tawau, Sabah	4.4177	117.4903		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Selatan	Ladang Kalabakan Selatan 01, Peti Surat No. 61954, 91029, Tawau, Sabah	4.26804	117.519629	2850.24	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kalabakan	Malaysia	Ladang FGVPM Kalabakan Utara 01	Ladang Kalabakan Utara 01, Peti Surat No. 61954, 91029, Tawau, Sabah	4.446225	117.421412	2231.00	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai	Kilang Sawit Hamparan Badai, Peti Surat 25, 91150 Cenderawasih, Sabah	5.3364	119.2037		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	Ladang Sahabat 21, Peti Surat No. 99, 91150 , Cendrawasih Lahad Datu , Sabah	5.19644	119.186	2,135.33	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	Ladang Sahabat 27 Peti Surat No. 96, 91150 , Cendrawasih Lahad Datu , Sabah	5.36604	119.202	1,755.29	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	Ladang Sahabat 34, Peti Surat No. 34, 91150 , Cendrawasih Lahad Datu , Sabah	5.342668	119.158463	1,839.46	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Hampan Badai	Malaysia	Ladang FGVAS 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas	Kilang Sawit Umas, WDT 43, 91009 Tawau, Sabah	4.5136	117.6509		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	Ladang Felda Umas 05, Peti Surat No. 62084 , 91028 , Tawau , Sabah.	4.475509	117.663655	1772.49	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	Ladang Felda Umas 06, Peti Surat No. 61884 , 91028 , Tawau , Sabah.	4.475509	117.663655	1473.91	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti	Kilang Sawit Kembara Sakti, Peti Surat 24, 91150 Cenderawasih, Sabah	5.3631	119.0934		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	Ladang Sahabat 42, Peti Surat No. 42, 91150, Cendrawasih Lahad Datu, Sabah	5.359626	119.045714	2,645.03	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	Ladang Sahabat 43, Peti Surat No. 43, 91150, Cendrawasih Lahad Datu, Sabah	5.307018	119.048759	1,810.61	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	Ladang Sahabat 53, Peti Surat No. 53, 91150, Cendrawasih Lahad Datu, Sabah	5.32334	119.056	2,060.13	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kembara Sakti	Malaysia	Ladang GGVPM Sahabat 54	Ladang Sahabat 54, Peti Surat No. 54, 91150, Cendrawasih Lahad Datu, Sabah	5.32321	119.056	1768.08	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVP1 Mercu Puspita	Kilang Sawit Mercu Puspita, Peti Surat 26, 91150 Cenderawasih, Sabah	5.2063	119.0132		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVP1 Sahabat 07	Ladang Sahabat 07, Peti SuratNo. 77 , 91150 , Cendrawasih, Lahad Datu , Sabah	5.15222	119.004	2,580.72	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVP1 Sahabat 46	Ladang Sahabat 46, Peti Surat No. 46, 91150 , Cendrawasih Lahad Datu , Sabah	5.15168	119.004	3,706.15	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVP1 Sahabat 48	Ladang Sahabat 48, Peti Surat No. 48, 91150 , Cendrawasih Lahad Datu , Sabah	5.15154	119.002	2,243.27	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVP1 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVA1 Sahabat 06	Ladang Sahabat 08, Peti SuratNo. 77 , 91150 , Cendrawasih, Lahad Datu , Sabah	5.15222	119.004	348.21	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	Ladang Sahabat 50, Peti Surat No. 50, 91150 , Cendrawasih Lahad Datu , Sabah	5.15162	119.002	3,649.68	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	Ladang Sahabat 51, Peti Surat No. 51 91150 , Cendrawasih Lahad Datu , Sabah	5.15165	119.001	2,545.89	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	Ladang Sahabat 52, Peti Surat No. 52, 91150 , Cendrawasih Lahad Datu , Sabah	5.29939	118.986	2,296.75	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi	Kilang Sawit Lancang Kemudi, Peti Surat 30, 91150 Cenderawasih, Sabah	5.6230	119.0646		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	Ladang Sahabat 45, Peti Surat No. 45, 91150, Cendrawasih Lahad Datu, Sabah	5.26863	119.135	2,086.96	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	Ladang Sahabat 10, Peti Surat No. 10, 91150, Cendrawasih Lahad Datu, Sabah	5.15346	119.004	2,176.55	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi	Kilang Sawit Embara Budi, Peti Surat 28, 91150 Cenderawasih, Sabah	5.1247	119.0987		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	Ladang Sahabat 11, Peti Surat No. 11, 91150, Cendrawasih Lahad Datu, Sabah	5.16558	119.144	2,504.40	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	Ladang Sahabat 17, Peti Surat No. 72, 91150, Cendrawasih Lahad Datu, Sabah	5.16575	119.146	2,386.31	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	Ladang Sahabat 20, Peti Surat No. 58, 91150, Cendrawasih Lahad Datu, Sabah	5.16523	119.146	1,815.30	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	Ladang Sahabat 25, Peti Surat No. 91, 91150, Cendrawasih Lahad Datu, Sabah	5.16507	119.145	2,249.45	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	Ladang Sahabat 56, Peti Surat No. 56, 91150, Cendrawasih Lahad Datu, Sabah	5.08016	119.071	1,897.24	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	STESEN PENYELIDIKAN SAHABAT 17, PETI SURAT 02 POS CENDERAWASIH, 91150 LAHAD DATU, SABAH	124.565	9.10611	1,862.22	Not Certified		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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	2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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	2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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	2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	Ladang Sahabat 55, Peti Surat No. 55, 91150, Cendrawasih Lahad Datu, Sabah	5.06309	118.914	1,547.34	Not Certified	2020	2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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	2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM 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	2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Tenggaroh Timur	Malaysia	Ladang FGVPM 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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi	Kilang Sawit Sempadi, Peti Surat 39, 95407 Lundu, Sarawak	1.6204	109.9479		Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	Ladang Felda Sempadi 01, Peti Surat 18, 94507 Lundu, Sarawak	1.60137	109.934	1,361.82	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	Ladang Felda Sempadi 03, Peti Surat 18, 94507 Lundu, Sarawak	1.54453	109.863	1,286.35	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	Ladang Felda Sempadi 04, Peti Surat 18, 94507 Lundu, Sarawak	1.61904	109.999	2,009.90	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	Ladang Felda Sempadi 05, Peti Surat 18, 94507 Lundu, Sarawak	1.58894	109.996	1,388.15	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Kompleks Sempadi	Malaysia	Ladang FGVP Sempadi 06	Ladang Felda Sempadi 06, Peti Surat 18, 94507 Lundu, Sarawak	1.61446	110.066	1,761.90	Not Certified	2020		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
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 Datu Sabah Malaysia	5.4237	118.1455		Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
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	2144.88	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
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	2023.47	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24
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	1902.06	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar- 24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	Pontian United Plantations Berhad KM52 off Jalan Sandakan – Lahad Datu P.O. Box 60525 91114 Lahad Datu Sabah Malaysia	5.2372	118.3139	1584.01	Not Certified	2019		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2024	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report Revision 15 (Nov 2023)

TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd	Mile 76, Jalan Telupid, Sandakan, Sabah	5.6477	117.2938		Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
TEOPP Mill	Malaysia	North	2 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.6468	117.2927	3486.87	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
TEOPP Mill	Malaysia	South	50 KM, Off 108 KM, Sandakan KK Highway, 90000 Sandakan, Sabah	5.3405	117.1867	2689.59	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Asian Plantation Mill	Malaysia	Incoseia Sdn Bhd	Lot No 16, Dulit Land District, Batang Tinjar, Baram, 98000 Miri, Sarawak	3.5750	114.1583	2333.34	Not Certified	2021		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A	Kilang Sawit Selancar 2A, Peti Surat 98, 85007 Segamat, Johor	2.6540	103.0183		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi	Kilang Sawit Bukit Mendi , Pejabat Pos Triang, 28320 Triang, Pahang	3.1966	102.3006		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3	Kilang Sawit Jengka 3, W/P Kuala Sentol, 26400 Bandar Pusat Jengka, Pahang	3.6945	102.5947		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8	Kilang Sawit Jengka 8, 26400 Bandar Pusat Jengka, Pahang	3.8239	102.5090		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol	Kilang Sawit Padang Piol, W/P Felda Padang Piol, 27040 Jerantut, Pahang	4.0239	102.3887		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)	Kilang Sawit Seroja, W/P Felda Seroja, 28030 Temerloh, Pahang	3.5907	102.5592		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi	Kilang Sawit Tementi, Pejabat Pos Triang, 28300 Triang, Pahang	3.2635	102.5972		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang	Kilang Sawit Tersang, Pejabat Pos Raub, 27600 Raub, Pahang	4.1058	101.7999		Not Certified	2019		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

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		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching	Kilang Sawit Panching, Peti Surat 257, 25730 Kuantan, Pahang	3.8242	103.1672		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang	Kilang Sawit Kemahang, Peti Surat 35, 17507 Tanah Merah, Kelantan	5.8652	102.0054		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga	Kilang Sawit Mempaga, 28600 Karak, Pahang	3.5266	101.9790		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi	Kilang Sawit Sg. Tenggi, 44100 Kuala Kubu Bharu, Selangor	3.5863	101.4157		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak	Kilang Sawit Trolak, Pejabat Pos Sungkai, 35600 Sungkai, Perak	3.9386	101.3514		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh	Kilang Sawit Pasoh, 72300 Simpang Pertang, Negeri Sembilan	3.0136	102.2850		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang	Kilang Sawit Kahang, Karung Kunci No. 533, 86007 Kluang, Johor	2.0782	103.4953		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar	Kilang Sawit Air Tawar, Peti Surat 17 Felda Air Tawar Dua, 81920 Kota Tinggi, Johor	1.6670	104.0302		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng	Kilang Sawit Lok Heng, Peti Surat 55, 81907 Kota Tinggi, Johor	1.7208	104.1200		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Semenchu	Malaysia	Kilang Sawit FGVPI Semenchu	Kilang Sawit Semenchu, Peti Surat 63, 81907 Kota Tinggi, Johor	1.8639	104.1245		Not Certified	2020		2023	Yes	2025	Suspension New Certification by RSPO CP	20-Mar-24

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

NORTHERN REGION	Malaysia	Ladang FGVPM Tawai 01	Ladang Tawai 01, Mukim Gerik, 33300 Hulu Perak, Perak	5.3800	101.1124	2209.97	Not Certified	2021		2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
NORTHERN REGION	Malaysia	Ladang FGVPM Lawin	Ladang Lawin Tengah, Gerik, 33300 Hulu Perak, Perak	5.2988	103.3552	2,578.94	Not Certified	2021		2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	KM23, Jalan Kilang Gula Chuping, 02500 Kangar, Perlis	6.5544	100.3500	127.85	Not Certified	2021		2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
Kompleks Paloh	Malaysia	Ladang FGVPM Paloh	Ladang FGV Paloh, Peti Surat 111, 86007 Kluang, Johor	2.2473	103.3690	1,331.80	Certified			2023	Yes	2026	Suspension New Certification by RSPO CP	20-Mar-24
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	Jln Abdurahman Saleh No 16, Kacamatan 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		2023	Yes	Na	Sold off (Completed 20 November 2023)	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	Jln Abdurahman Saleh No 16, Kacamatan 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		2023	Yes	Na	Sold off (Completed 20 November 2023)	

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 four (4) Critical; zero (0) Minor nonconformities and three (3) Opportunity For Improvement raised. The FGVPIB Besout Palm Oil Mill and Supply Bases Unit of Certification 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 #	2456650-202402-M1	Issued Date	08/02/2024
Due Date	08/05/2024	Closure Date	08/05/2024
Indicator & Category (Critical / Minor)	2.2.2 (Critical)		
Statement of Nonconformity:	The process of demonstrating the legal requirement by the contractors and the evidence of due diligence is not evident.		
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:	<u>FGVPM Besout 07</u> It has been confirmed that FGVPM Besout 07 has selected Generasi Anak Muda Enterprise as the main contractor for the maintenance and repair project at the workers' quarters house as details below:		
	Year	Contract Validity	Contract Value
	2022	01/11/2021-28/02/2022	RM xx,775.00
	2023	17/07/2023-16/10/2023	RM xx,480.00
	2024	15/01/2024-14/02/2024	RM xx,900.00
	However, the contractor was unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available. No evidence of worker employment details, pay slips, or other legal obligations has been provided for verification.		
	<u>FGVPI Besout Palm Oil Mill</u> Kualiti Ahmad Enterprise is a contractor appointed for supply, construct and complete six (6) blocks of mill's staff quarters with value of contract is RM2,000,000. The contract was initially initiated on 08/08/2022, set to completed on 07/08/2023. However, due to technical issues, it has been extended to 19/06/2024. The construction was recently hold by the management in December 2023 due to safety concerns. Regrettably, there is insufficient evidence of legal compliance for their appointed subcontractor. Based on the management interview and document		

	<p>examination, it was found that the contractor failed to submit updated subcontractor appointments for all six (6) Bangladeshi subcontractors, including their construction sector work permits.</p> <p>Thus, the Minor NC is escalated to Major NC as the issue was repeated in the same indicator.</p>
Corrections:	<p><u>FGVPM Besout 07</u></p> <ol style="list-style-type: none"> 1) Estate management to request "Eksekutif Perolehan Wilayah" to conduct a briefing on procedures and compliances involving contractors. 2) Estate management will give a 30 day notices to the respective contractors to provide a copy of all required documentation (payslip & agreement). The contractors will be blacklisted should they failed to comply with the requirement. <p><u>FGVPI Besout Palm Oil Mill</u></p> <ol style="list-style-type: none"> 1) To appoint a PIC in-charge for collecting and monitoring the documentations from contractor. 2) Mill to obtain a complete documentation from the sub-contractor (ie sub-contractors agreement, copy of worker's passport and work permit)
Root Cause Analysis:	<p><u>FGVPM Besout 07 Estate</u></p> <p>The estate is not aware on the requirement to monitor the documentation for short term contractor.</p> <p><u>FGVPI Besout Palm Oil Mill</u></p> <p>There is no dedicated personnel to monitor for contractor's documentation at the mill level.</p>
Corrective Actions:	<p><u>FGVPM Besout 07</u></p> <ol style="list-style-type: none"> 1) To appoint a dedicated personnel at the estate to monitor the documentation from contractor. 2) Continuous monitoring on every 3 months for all contractor's documentation and compliances by the estate. <p><u>FGVPI Besout Palm Oil Mill</u></p> <p>Continuous monitoring on every 3 months for all contractor's documentation and compliances by the PIC.</p>
Assessment Conclusion:	<p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> (1) Verification on records of the Appointment Letter, Salary Slip, EPF and SOCSO Payment, and List Of Employees is available to be reviewed for the Generasi Anak Muda. (2) Training on the documentation compliance from the Procurement Regional Executive was conducted on 04/04/2024. Sighted the records of training, photos and attendance list. (3) FGVPM Besout 7 Estate has appointed the Assistant Manager on 01/03/2024 for the PIC to monitor the records from the contractors. Checklist for the document verification is verified.

	<p>(4) The Estate management has sent the notice to the Generasi Anak Muda regarding the compliance and submission of the related workers details and documents to Estate. Document such as Employment Contract, Workers Salary Slip, and EPF SOCSO Contribution records were verified for both workers of Generasi Anak Muda.</p> <p><u>FGVPI Besout Palm Oil Mill</u></p> <p>(1) The management has appointed the Maintenance Clerk to monitor the document from the contractor. The monitoring to be conducted once every three months.</p> <p>(2) Kualiti Ahmad had appointed the new workers to complete the contract of building the staff house. Each workers details such as the appointment letter, EPF, SOCSO, and EIS records are available for review.</p> <p>The Major NC is closed, further review will be conducted in the next assessment.</p>
--	--

Non-conformity			
NCR Ref #	2456650-202402-M2	Issued Date	08/02/2024
Due Date	08/05/2024	Closure Date	22/04/2024
Indicator & Category (Critical / Minor)	2.3.2 (Critical)		
Statement of Nonconformity:	Information on indirectly sourced of FFB were not available.		
Requirement Reference:	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		
Objective Evidence:	For all indirectly sourced Fresh Fruit Bunches (FFB), it is essential to note the absence of necessary information at the mill, as mandated by indicator 2.3.1. Furthermore, the mill has yet to register a case addressing this matter on the RSPO website. It is crucial to emphasize that this Non-Conformance (NC) has been escalated to the status of a Major Non-Conformance.		
Corrections:	To establish a special committee to help FGVT to follow up with dealers in obtaining the required information. The special committee will be task to go onsite to collect the information from the dealers. The task of the committee will be as per specified in the Term of Reference (ToR).		
Root Cause Analysis:	Lack of awareness and poor cooperation from indirect FFB supplier in providing the required documentation as requested by indicator 2.3.2		
Corrective Actions:	<p>FGVT will implement a traceability management mechanism for indirect supplier through the following approach:</p> <ol style="list-style-type: none"> 1) By introducing the "FFB Delivery Limit" to all external FFB supplier based on their estate area. 2) To provide a "Traceability Declaration Document (TDD) to all dealers to declare their supplier's information. 3) To monitor and update the supplier information in the FFB Supplier Information System (FSIS). 		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Assessment Conclusion:	<p>The management through FGV Trading Sdn Bhd has established the Group Traceability Committee which the member consist from the FGV Group Sustainability Department and FGV Trading Sdn Bhd Representative. The term of reference was established that details the scope, responsibilities of each parties involve in the FFB Traceability including for each level of FFB receiving.</p> <p>The management has established the FFB Delivery Limit through the circular sent to all external FFB Supplier dated 26/03/2024. Which stated that each external supplier can only sent 3.75 mt/ha/month from each declared hectare in the FSIS System. The management will monitor the limit through the weighbridge system and FSIS System.</p> <p>The management has established the Traceability Declaration Document that collect the details stipulated in 2.3.1 such as the coordinate, hectare, land title, and certification.</p> <p>Training has been conducted to the external supplier through the supplier engagement dated 28/12/2023.</p> <p>The Major NC is close, further verification will be conducted in next assessment.</p>
-------------------------------	---

Non-conformity			
NCR Ref #	2456650-202402-M3	Issued Date	08/02/2024
Due Date	08/05/2024	Closure Date	22/04/2024
Indicator & Category (Critical / Minor)	3.6.1 (Critical)		
Statement of Nonconformity:	The process of risk assessment identification, mitigation plans and procedures is not implemented.		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.		
Objective Evidence:	<p><u>Besout Palm Oil Mill</u></p> <p>(1) During the site visit at the mill, it was observed that a lorry driver was removing the Fresh Fruit Bunch (FFB) netting. Upon verification of the Hazard Identification, Risk Assessment, and Risk Control (HIRARC), it was noted that the activity of removing the netting had not been assessed.</p> <p>(2) A Noise Risk Assessment was conducted by the mill on 26-28/09 & 03/10/2023 and is available for review. In section 8.3, it is outlined that management is recommended to conduct annual audiometric tests, and new workers in areas identified as hearing protection zones should undergo baseline audiometric tests within 3 months of starting work. However, upon document verification, it was discovered that the previous audiometric test took place on 02/02/2023, and the mill has not conducted the audiometric assessment for the year 2024. Additionally, new operators who commenced work between April 2023 to August 2023 have not undergone the baseline audiometric test as required.</p> <p>(3) Section 8.4 emphasizes the necessity for management to brief workers within 14 days of receiving the report. Regrettably, as of now, the briefing has not been conducted.</p>		
Corrections:	(1) Mills to identify any new activity which requires a HIRARC review including the activity of removing the FFB netting from the lorry.		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>(2) Mills to arrange the audiometric test for the affected work for year 2024.</p> <p>(3) The result of the test need to be briefed to all affected workers within 14 days of receiving the report.</p> <p>(4) All new workers will be sent to undergo the baseline audiometric test as per required timeline.</p>
Root Cause Analysis:	Ineffective monitoring by the management with regards to the H&S issues at the mill.
Corrective Actions:	H&S issues specific for HIRARC & Legal Compliances for audiometric are to be discussed and monitored during the OSH meeting. The meeting agenda will need to include discussion on legal monitoring.
Assessment Conclusion:	<p>(1) HIRARC review was conducted on 03/02/2024 which has included the removing the FFB netting in the HIRARC. The management has stated that the removing of FFB netting is to be conducted at thermodearator area, of which the facility was constructed for the work at height facility. The management has also emphasize on using the body harness prior to work on removing the FFB netting.</p> <p>(2) The mill has sent the workers for baseline audiometric test dated 08/02/2024 for 16 workers. The result shown that all the workers tested to have normal audiometric. The management has conducted the hearing conservation training on 01/04/2024 for the all workers tested for the baseline audiometric, where the information regarding the audiometric result were informed to the workers.</p> <p>(3) Annual Audiometric Test for the 2024 was conducted on 01/04/2024, however the result is yet to obtained during the audit closing visit.</p> <p>(4) Mill management has conducted the OSH meeting on 02/04/2024, of which the management has included the Legal Compliance as one of the agenda in the meeting. Sighted the minutes of meeting, attendance list and photos of the meeting.</p> <p>The Major NC is closed, further verification will be conducted in next assessment.</p>

Non-conformity			
NCR Ref #	2456650-202402-M4	Issued Date	08/02/2024
Due Date	08/05/2024	Closure Date	08/05/2024
Indicator & Category (Critical / Minor)	7.10.3 (Critical)		
Statement of Nonconformity:	The pollution prevention/reduction/minimisation implementation and monitoring of an identified significant pollutant was insufficient.		
Requirement Reference:	Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.		
Objective Evidence:	During visit to the workers' hostel in FGVPM Besout 07 Estate main division, it was found that there was diesel spillage from the genset operation for electricity supply which located near workers' hostel Block 6B. Trailing of the spillage found that it flows into the oil trap but the oil trap found clogged and not functioning well to trap the oil hence caused the diesel discharged out of the oil trap into monsoon drain which polluting the water course its flown.		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Corrections:	(1) To replace the current oil trap cover with a metal plate for easier maintenance. (2) To construct an additional oil trap next to the existing one to ensure the spillage from the main sump will flow to the second one.
Root Cause Analysis:	The existing cover for the oil trap is made of a heavy concrete which cause it difficult to be lifted and monitored by the genset operator.
Corrective Actions:	Continuous monitoring by the PIC in charge and any new identified issue is recorded in the Checklist Form "Borang Pemeriksaan Asrama/ Tempat Kerja to ensure fast action can be taken by the management.
Assessment Conclusion:	Verification at FGVPM Besout 7 Hostel Block 6B, found that the existing cover was replace by the steel plate, and the oil trap was redesign to ensure proper oil trapping. The management has conducted the monitoring through using the checklist "Borang Pemeriksaan Asrama/ Tempat Kerja". The process of monitoring will be continuously done at weekly interval. The Major NC is close, further verification will be conducted in the next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	<p>OFI Reference: 2456650-202402-I1</p> <p>Indicator: RSPO Certification System - 5.2</p> <p>FGV had submitted its TBP for certification previously which is supposed to be completed by 2023. However, due to the Directive by RSPO CP which sanction any new certification of FGV's uncertified management units, the completion of TBP was halted and completion of new certifications of complexes could not be completed. This situation was reaffirmed by the RSPO CP by the Directive issued on 28 Jul 2022. The existing TBP is in progress of revision and to be approved prior to resubmission to RSPO Secretariat. As of auditing time, the revised TBP is already been submitted to RSPO Secretariat for approval as per email dated 04/02/2024. Due to approval still pending OFI been raised.</p>
OFI 2	<p>OFI Reference: 2456650-202402-I2</p> <p>Indicator: 7.3.1</p> <p>The management plan by FGVPISB Besout POM which covering unripe FFB sortation from grading activity where the sorted unripe FFB eventually became waste could be improved further.</p>
OFI 3	<p>OFI Reference: 2456650-202402-I3</p> <p>Indicator: 3.8.6 Supply Chain</p> <p>The mill established and implemented the following:</p> <ol style="list-style-type: none"> 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. The latest RSPO SCCS Internal Audit was conducted on 11-12/1/2024. <p>1 Critical non-conformity was raised by the internal auditor on transaction announcement issue. CAP for the NC has been accepted by the internal auditor and the mill is still in the progress of CAP implementation. Due date for the implementation will be on 11/3/2024. The CAP is well documented and available for verification. Finding and whole outcome of internal audit has been already reviewed and</p>

	discussed in latest management review meeting conducted on 19/1/2024. Notwithstanding, an OFI has been raised on this requirement for the purpose of follow-up during next assessment.
--	--

Positive Findings

PF #	Description
PF 1	Good Commitment from the Management Team towards RSPO Certification.
PF 2	Good Implementation of Agronomic and Environmental Practices.
PF 3	Good understanding by staffs and workers on GAP, H&S and Environment Protections

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M1	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	28/06/2023
Indicator & Category (Critical / Minor)	2.1.1 (Critical)		
Statement of Nonconformity:	The Certification Unit did not comply with applicable legal requirements.		
Requirement Reference:	The Unit of Certification complies with legal requirements.		
Objective Evidence:	<p>1. As per Compliance Scheduled from DOE, found that FGVPIB Besout POM did not comply with; -</p> <p>a. Compliance Scheduled (dated 01/07/2022 -30/06/2023)</p> <ul style="list-style-type: none"> No.8; Pelepasan efluen melalui pintasan adalah tidak dibenarkan. However, during site verification it was found that there was bypass for effluent from Algae Pond direct to Sg. Bernama (Environment Impact Point) without going through Polishing Plant. No.13; Setiap Kolam pengolahan efluen hendaklah dipasang papan tanda yang mempunyai maklumat nama kolam, kapasiti rekabentuk, tempoh penahanan efluen, Tarikh akhir penyingkiran enapcemar dan ketinggian free board. However, during site verification, sighted no signboard for Anaerobic C and some signboards were not updated as per the requirement. No 21; Pengurusan tandan kosong hendaklah mengikut Garis Panduan Pelan Pengurusan Tandan Kosong Kelapa Sawit terbitan terkini Jabatan Alam Sekitar. However, during site verification it was verified that there were no shade as per requirement. <p>b. Compliance Scheduled (dated 01/07/2021 -30/06/2022)</p> <ul style="list-style-type: none"> No.33; Melantik Juruaudit Alam Sekitar yang berdaftar dengan Jabatan Alam Sekitar bagi menjalankan audit pematuhan perundangan dan syarat – syarat lesen oleh Pihak Ketiga sekurang – kurangnya 2 kali setahun. <p>However, found that the management has only conducted third-party audit once on 27/05/2022, referred report (AS(B)A31/152/000/022/EA22) instead of twice a year.</p>		

	<ul style="list-style-type: none"> - There was an OFI from the DOE third party audit dated 27/05/2022 (AS(B)A31/152/000/022/EA22) regarding to CEMS failure which was still open since May 2022. However, the CEMS was still failure during site verification. It was not followed as per Compliance Scheduled under: 18. Peralatan Continuous Emission Monitoring System (CEMS) hendaklah dipasang dan berfungsi mengikut Volume 1: Guidelines for the maintenance of continuous emission monitoring system (CEMS) for industrial premise from DOE. <p>2. FGVPM Besout 7 Estate - Sample of payslips taken for verification by auditor and found out that deduction has been made for electric, water and yuran badan kebajikan pekerja bergaji hari. However, sighted salary deduction permit reference number (22), BHG PU/9/129 JLD 23 dated 26/04/2016 only for water and electricity deduction. Permit for deduction of Yuran Badan Kebajikan Pekerja Bergaji Hari was not available for verification.</p> <p>As per USECHH Regulations 2000, under the requirements of CHRA, it was stated in the CHRA that the Chemical Register shall be reviewed and updated. During the visit to the chemical store at FGVPM Besout 6 Estate and FGVPM Besout 7 Estate, it was verified that there were chemicals such as Krush (glyphosate – potassium), Sodium Chloride and Takumi (flubendiamide) which were not registered in the Chemical Register of the respective estates.</p>
Corrections:	<p>FGVPI Besout POM</p> <ol style="list-style-type: none"> 1. A warning letter to the responsible person- in-charge at the bio-polishing and effluent pond to ensure monitoring are done as properly. 2. The old final discharge drain nearby the algae pond line B2 will be permanently buried to prevent bypass from occurring. 3. To replace existing signage at the effluent pond with a new one as per requirement stated in the "Syarat-syarat Lesen". 4. Mill to submit "Jadual Perancangan bagi Pematuhan Garis Panduan Pengurusan Tandan Kosong" to DOE Perak for approval. 5. To appoint third party auditor to conduct the Environmental Audit for 2023 as per requirement stated in the "Syarat-syarat Lesen". 6. To repair the existing CEMS while waiting for DOE approval to install a new one. <p>FGVPM Besout 7 estate</p> <ol style="list-style-type: none"> 1. Copy of the Permit Kebenaran Pemotongan bagi Yuran Badan Kebajikan Pekerja Bergaji hari from JTKSM are kept in the designated file for future reference. 2. Appointment letter for responsible person (Admin Clerk) who will keep all licenses and permit updated in its file. <p>FGVPM Besout 6 & 7 Estate</p> <ol style="list-style-type: none"> 1. The person in charge (Kerani Bekalan) for updating the List of Chemical Register will be retrained by SHO on the required steps to update the list of chemical. List of Chemical Register will be verified by the estate manager and SHO once it is updated.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. There is no mechanism established to monitor the validity of the license & permit as well as other requirement as stated in the Syarat-syarat Lesen.

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>2. The salary deduction authorization permit could not be shown during the audit because the reference copy could not be found after it was removed from the file during the internal audit program.</p> <p>The frequency of updating the information in the Chemical Register is carried out at the middle and at the end of the year by the responsible officer (Kerani Bekalan) causing the use of new chemicals at the beginning of the year to not be updated in the Chemical Register.</p>
Corrective Actions:	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. A designated file to keep all the license and permit is established together with a summary list. Mill to establish a monitoring list (Papan Tanda) listing all licenses and permit together with their due date. Monitoring of the license & permit are added as part of the discussion agenda during OSH meeting. 2. Mills to re-arrange for the TNB supply to ensure bio-polishing plant can be operated 24 hours. 3. To evaluate the needs to resize the existing pipeline from Algae pond B2 to bio-polishing plant with a bigger pipeline (3" to 6" HDPE Pipe PN10) to prevent the pipe from crystalized. 4. Revision of the 'Borang Kertas Semak Pemeriksaan AM (Biogass)' with additional criteria included for monitoring at the Effluent pond section. 5. To obtain a response from DOE Perak in order to proceed with the new CEMS installation. <p>FGVPM Besout 6 & 7</p> <ol style="list-style-type: none"> 1. A designated file to keep all the license and permit is established together with a summary list. 2. The PIC (Kerani Bekalan) will be brief by the management on the requirement to update the List of Chemical Register as and when needed. <p>A memo will be released by the Sustainability & HSE Department FGVPM HQ to all FGVPM Kerani Bekalan to ensure the List of Chemical Register is updated as per current usage on the respective site.</p>
Assessment Conclusion:	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. The mill management have issued a show cause letter (Ref Number: (04) BA4030/BST/DISPLIN) dated 28/04/2023 to the Biogas Staff for not monitoring the effluent discharge in accordance to the DOE Compliance Schedule. The show cause letter was available for verification. 2. During the site visit to the mill Effluent Pond, it was verified that the by-pass channel has been buried. The effluent from the Algae Pond is channelled to the Polishing Plant via recently installed new 4 inch Pipeline. Hence there were no bypass of effluent thus complies with the DOE Compliance Schedule. The Biopolishing Plant has been installed with its own electricity supply, thus it does not depend on the mill processing for power to be operational. Therefore this limits the possibility of effluent overflow from the algae pond. 3. During the site visit to the mill it was sighted that each pond were erected with signages, consisting of information's as required under the DOE Compliance Schedule. 4. The mill has revised the Daily Checklist: Effluent Pond to include monitoring on signages, free board and effluent by-pass. The latest daily checklist conducted on April 2023 and June 2023 was available for verification.

	<ol style="list-style-type: none"> 5. FGVPI have established a "Rancangan Pembinaan Stor Simpanan Sementara Tandan Kosong EFB Storage Store Di FGV Palm Industries Sdn Bhd" dated 05/04/2023. The plan has detailed out the plan to construct the EFB Shade for each FGVPI Oil Mill over a period of 5 years. The plan has been submitted to DOE for approval. DOE has provided the approval for FGVPI to construct the EFB Shade in accordance to their plan as stated in the email dated 23/06/2023. The plan and email were available for verification. 6. The mill has conducted "<i>Audit Pematuhan Alam Sekitar Pihak Ketiga</i>" in compliance with the DOE Compliance Schedule for the license period 01/07/2022 – 30/06/2023. The Environmental Compliance Audit Report (Reference Number: ASSD/AS015-A/2023) dated 02/05/2023 was available for verification. The second third party environmental compliance audit was conducted on 19/06/2023 with the Environmental Compliance Audit Finding Summary Sheet (Tracking Number: AS(B) A31/152/000/022-2-2023) was available for verification. 7. FGVPI have obtained the contract from the engineering consultant, Mesra Alam Sekitar Sdn Bhd to repair and ensure the functionality of the Continuous Emission Monitoring System (CEMS). The Permit To Work (PTW) for the said contractor was available for verification. The repair of the Continuous Emission Monitoring System (CEMS) commenced on 27/06/2022. Evidence of work in progress was available for verification. 8. The mill have established a notice board that lists out all the licenses and permits applicable to the mill, together with its expiry date and compliance requirement, documented in the "FGV PALM INDUSTRIES SDN BHD KILANG SAWIT BESOUT – SENARAI TARIKH LESEN-LESEN". The management have included the monitoring of permit and license in the OSH Meeting Agenda as verified in the OSH Meeting Minutes dated 13/06/2023. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. As per investigation by the Estate Management of FGVPM Besout 07 Estate, Salary Deduction Permit has been issued by JTK to FELDA Holdings Berhad dated 10/04/2012, (Reference Number: (06) BHG PU/9/129) which all POM and estates under FELDA Holdings Berhad were permitted for salary deductions. FGV Holdings Berhad has been public listed and separated from FELDA Holdings in 2012. As per memo from Jabatan Tenaga Kerja dated 30/10/2018, stated that there is no requirement for estates/POM under FGV Holdings to apply for new wages deduction permit (Reference Number: BHG PU/129 JLD 46 (57)). 2. Designated files sighted and all permits and licences has been kept for proper monitoring. 3. Appointment letter for person in charge for updating permit and licences sighted for appointment letter Reference Number: (24) 620/7-1-6 4. Checklist permit and licences has been documented in the document "Mekanisma Pemantauan Lesen/Permit/Keperluan Undang Undang. <p><u>FGVPM Besout 6 and Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. Visit to the chemical store indicated that all chemicals stored in the chemical store has been included in the latest revised Register of Chemical Hazardous to Health dated 31/05/2023 for FGVPM Besout 6 Estate and 15/04/2023 for FGVPM Besout 7 Estate.
--	---

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>2. A training has been conducted on the requirements to updated chemical register for the relevant personnel at the estate. The records of training dated 24/05/2023 for both estates was available for verification.</p> <p>3. A memo has been issued by the Sustainability & HSE Department FGVPM HQ, titled HSE FLASH – Chemical Register (Dated: 04/2023) to the estates. The memo was available for verification.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 28/06/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Besout Palm Oil Mill (Besout POM) demonstrated compliance with various legal and environmental requirements as follows:</p> <p>DOE License & Compliance: They have a valid license, Compliance Schedule #004230, Ref. #JAS.AHQ.600-3/1/19, which is valid from 1st July 2023 to 30th June 2024. This license allows effluent discharge into a watercourse with a BOD (Biochemical Oxygen Demand) limit of 100 mg/L and a maximum processing capacity of 60 metric tons per hour.</p> <p>Environmental Compliance Audits: Third-party audits were conducted by Advensafe Sdn. Bhd. Two audit reports were completed, one with DOE Audit Tracking #AS(B)A31/152/000/022-1-2023 on 12th February 2023 (report date: 17th April 2023) and another with DOE Audit Tracking #AS(B)A31/152/000/022-2-2022/2023 on 19th June 2023 (report date: 26th June 2023).</p> <p>BOD Analysis: An analysis certificate #238/2024, Lab Ref. #535/2024, dated 18th January 2024, showed BOD results of 56 mg/L, conducted by Bukit Goh Analytical Lab FGVPIB.</p> <p>Boiler Emissions: A boiler stack emissions monitoring report, Ref. #BESOUT-37/12/23, was completed on 4th January 2024 by Mareff Management Sdn. Bhd.</p> <p>Scheduled Waste Management: The Scheduled Waste (SW) inventory, file Ref. #JAS.AHQ.600-3/1/19, was dated 5th February 2024. Two SW disposal consignments, #20230924142M9NVC and #20230924140F4QME, both dated 24th September 2024, documented waste codes SW409 (0.1072 metric tons) and SW410 (0.0362 metric tons).</p> <p>Issue Resolution: There has been no recurrence of previous issues, keeping the Non-Compliance (NC) status closed.</p> <p>Regarding Besout 7 – Salary Deductions, verification of payslips for local workers showed that deductions were only made for those who agreed to become members of the welfare body. An official letter from Jabatan Tenaga Kerja, Ref. No. BHG PU/129 JLD 46 (57), dated 30th October 2018, confirmed the rebranding of FELDA Holdings Berhad to FGV Holdings Berhad in 2018. It also verified that the initial approval for deductions for water, electricity, and welfare body fees (Ref. No. (06) BHG PU/9/129 dated 10th April 2012) remains valid for estates/POMs under FGV Holdings Berhad, and no further applications are required.</p> <p>For Besout 6 & 7 – Safety (CHRA):</p> <p>The chemical register at Besout 6 was updated on 15th January 2024, ensuring all chemicals were registered accordingly.</p> <p>Chemical Register Training was conducted on 29th January 2024 at Besout 6.</p> <p>A License and Permit file was established as Lesen/.</p>

	<p>An HSE FLASH was sent to all operating units with Ref. No. 04/2023, detailing the legal requirements and record-keeping process for the chemical register.</p> <p>Verification at each site confirmed that all chemicals used were listed in the chemical register.</p> <p>There is no recurrence of non-conformance, thus the Major NC is effectively closed.</p>
--	---

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M2	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.3.2 (Critical)		
Statement of Nonconformity:	The established procedures were not effectively implemented.		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>The certification unit conducts annual internal audits and safety audits at the sites to check consistent implementation of procedures. The implementation of Internal Audit is guided by the Internal Audit Procedure, Prosedur Operasi Standard (SOP) – Audit Dalaman Persijilan Kelestarian; Doc Number: FGV/GSD-SCCD/SOP/04; Dated: 03/09/2020. Nevertheless, the effectiveness of the internal audits to ensure compliance towards implementation of the procedures were not adequate.</p> <p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> The effectiveness of the corrective actions from safety audit was not adequate as the issues that were closed were seen to reoccur. Evidence as below. <ol style="list-style-type: none"> FGVPI Besout POM – The “Laporan Lawatan KKP Kilang” dated 01/11/2022 has identified issues on housekeeping and cleanliness at the mill. The issue was stated closed on 08/11/2022. During the site visit to the mill, it was verified that the housekeeping and cleanliness of the mill was not addressed. Hence the effectiveness of the internal audit to address the issue was not adequate. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> The SOP, Melapor Kemalangan, Pengendalian Insiden. Siasatan Kemalangan, Rungutan, Ketakuran Dan Tindakan Pembetulan; Document Number: FGV/FGVPM/II/IMS/15/022; Effective Date: 01/01/2016; Accident Flow Cart – “Laporkan Kepada SHO/MR/DeMR – FGV/FGVPM/IV/IMS/15/ 22.4 Pind). Verified the accident reports for Md Nasimuddin dated 29/10/2022 at FGVPM Besout 7 Estate, there were no evidence that the stated document were available. During the visit to the Harvesting Operations at FGVPM Besout 7, it was noticed that the Safe Harvesting Operation Procedures were not implemented by the harvesters in accordance with Garis Panduan Keselamatan & Kesihatan Pekerjaan; menuai Buah Sawit; Doc Number: FGVPM/L3/GPK-014; Doc Date: 01/02/2020. <p>FGVPM Besout 6 Estate</p>		

	<p>1. During the site visit to the Harvesting Operations at FGVP Besout 6, it was noticed that the First Aid Box, carried by the mandore in-charge had additional items, such as Eye Drop and Medicated Oil (Minyak Cap Kapak), placed in the box. The items were not listed in the First Aid Box items list. Furthermore, the Eye Drop had no expiry date stated on it. This was not in compliance with the Prosedur Kerja Selamat; Document Number: FPI-PK-035; Pertolongan Cemas; Date: 14/05/2022.</p> <p>Due to this being a recurrence under the same indicator, the non-compliance has been escalated to critical non-compliance.</p>
Corrections:	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> Findings from the OSH Visit/ safety audit will be monitored through Mesyuarat Ketua Bahagian monthly meeting, whereby the cleaning progress of the stations will be documented. To conduct a cleaning campaign at each work station, and is added as part of the Annual OSH Plan. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> A complete and verified documentation for each of the accident case is kept at the estate level for reference. The foreign harvester workers will be re-trained on the correct harvesting technique as per FGVP Garis Panduan Keselamatan (GPK). Training evaluation will be done to evaluate the understanding of the workers upon completing a training. <p>FGVPM Besout 6 Estate</p> <ol style="list-style-type: none"> Inventory checking for first aid box will be improved to include information "Hanya item yang disenaraikan sahaja dibenarkan di simpan dan dibawa Bersama kotak first aid". First aid training to be conducted by competent first aider/SHO to the person who carry the first aid box.
Root Cause Analysis:	<p>Lack of monitoring and enforcement by the management in ensuring the workers adhere to the SOP and Internal Audit findings while doing their work.</p>
Corrective Actions:	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> The management at the mill's level will be brief on the internal audit procedure. A warning letter will be given to the respective Ketua Bahagian to ensure every finding raised during internal audit/safety audit is resolved within timeline and action are taken seriously to prevent future recurrence. <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> All accident report will be checked and verified by the estate manager before it is sent to SHO Wilayah. This is to ensure all required document is completed as per SOP. Memo letter to all Mandore to ensure new harvester workers is properly train and continuously monitor during working. <p>FGVPM Besout 6 Estate</p> <p>Inventory checking for the first aid box will be done frequently and is added as part of the OSH Plan.</p>

Assessment Conclusion:	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. During the site visit to the mill, it was verified that the housekeeping and cleanliness of the mill was not satisfactory. 2. Minit Mesyuarat Ketua Bahagian Kilang Sawit Besout (04/2023) dated 05/04/2023 was referred to. The agenda of the meeting includes the discussion on the Laporan Lawatan KKP Kilang and Continuous Action for Cleanliness for each Station. The meeting minutes was available for verification. 3. The "OSH Plan KS Besout Tahun 2023" was verified to include worksite and cleanliness inspection of each station. The inspection is scheduled to be conducted on a monthly basis. The latest inspection report dated 02/06/2023 was available for verification. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. The estate has submitted the FGV/FGVPM/IV/IMS/15/ 22.4 Pind 0 Form as required by the procedure for the sampled accident case. The form was available for verification for the sampled accident case. The reports were sighted to be verified by the estate manager. There were no accidents reported in the estate prior to that thus the continuous compliance will be verified during the next assessment. 2. A Harvesting Retraining has been conducted for all harvesters on 04/04/2023 with the retraining records available for verification. Records of training evaluation were available, documented in "Ujian Kefahaman Kerja Selamat Menuai BTS". Visit to the Harvesting operation at Field PM 18M indicated that the safe operating procedures were implemented accordingly. Interview with the sampled workers confirmed that they have been effectively trained and that they understood on the harvesting procedures. 3. A memo dated 10/04/2023 has been issued by the estate manager to all mandores stating the duties of the mandores to ensure the harvesting operations are in compliance with the harvesting procedures. The memo also states the requirements to conduct safety briefings prior to starting work, compliance towards wearing PPEs and to ensure tools and equipment's are in safe condition to be used. <p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. Verified the First Aid Box placed at the Chemical Store to include the information "<i>Hanya item yang disenaraikan sahaja dibenarkan di simpan dan dibawa Bersama kotak first aid</i>". 2. First Aid Box Monitoring Checklist were available for verification. The latest inspection dated 18/05/2023 was verified. Interview with the PIC incharge to monitor the first aid box indicated that she is aware that only items stated in the First Aid Box Items list are to be placed inside the box. She confirmed that monitoring on first aid box includes the monitoring on prohibited external items as well. 3. First Aid Box training was conducted for all first aid box holders. Records of training were available for verification dated 24/05/2023 (Mandores) and 11/06/2023 (Tractor Drivers).
-------------------------------	--

	<p>4. The OSH Plan for FGVPB Besout 6 Estate was available for verification to include the First Aid Box Inventory Monitoring which is scheduled to be conducted on a quarterly basis.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Site visit and interview with workers and mandores in the estate found that the first aid kit is well maintain, only approved content was used. The competency of the workers and mandores on the first aid kit demonstrated during the site visit. The workers were wearing proper PPE.</p> <p>Site visit in the mill found that the mill condition is maintain accordingly. Although maintenance team is conducting some repairs and some housekeeping activities were conducted.</p> <p>There is no recurrence of NC, the NC is effectively closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M3	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.4.1 (Critical)		
Statement of Nonconformity:	Social and environmental impact assessment has not been conducted adequately.		
Requirement Reference:	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.		
Objective Evidence:	FGVPISB Besout POM FGVPISB Besout POM has awarded contractor Kualiti Ahmad Enterprise to construct 6 block of housing (12 doors) and as per site visit, it was sighted that land clearing has been done by the contractor. However, the social and environmental impact assessment has not been done for the construction.		
Corrections:	SCCD will conduct an additional assessment to include the new activity involving the construction of the 6-block housing in the SIA report. SIA Management plan will be prepared with the involvement of the affected stakeholders.		
Root Cause Analysis:	The recently ongoing construction at the project level were not informed/disclose to the assessor during SIA assessment being conducted.		
Corrective Actions:	1. Mill management will brief the respective staff, the SIA Guidelines on the importance to inform the assessor if there is any new activity that is ongoing at the site level. 2. Internal Audit Checklist will be revised to include any ongoing/new activity at the site level which requires a review for the SIA report/management plan.		
Assessment Conclusion:	1. Revision of Social Impact Assessment has been conducted by Sustainability Compliance and Certification Department, Group Sustainability Division, FGV Holdings Berhad, Mr Ahmad Akram Abd Jalal and Mr Azwan Muhammad revision in June 2023 and the assessment included construction of 6 block of workers		

	<p>housing. There are no negative impacts identified for the construction of the workers housing as per consultation with local communities. Management Plan has been established in the same document for activities and workplace inspection will be conducted on monthly basis.</p> <ol style="list-style-type: none"> Communication of the guideline has been conducted on 24/04/2023 for Social Impact Assessment Guideline conducted by Mr Mohd Hazrul Azli bin Abu Bakar to person in charge which is Executive Assistant and Assistant Mill Manager. As per interview with person in charge, she can demonstrate their understanding on their responsibilities to inform assessor if there is any new activities or operation in the POM. Internal audit checklist has been revised latest in June 2023 in the document "<i>Checklist Integrasi Audit Dalam Persijilan Kelestrain</i>"; Document Number: FGV/GSD-SCCD/SOP-04-checklist. The checklist has included questionnaire if there is any new operation/activities which require additional assessment or addendum for current assessment. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>								
<p>Effectiveness Closure (for previous audit closed Critical NC):</p>	<p>It was noted that Mr Ahmad Akram Abd Jalal and Mr Azwan Muhammad from Sustainability Compliance & Certification Department, Group Sustainability Division has conduct and revised Social Impact Assessment for Besout Complex consist of FGVPIB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate in June 2023. Based on report review, the assessors have selected number of samples from affected stakeholder such as internal and external stakeholder, job and position, suppliers, and contractors as well as representative from local community. All samples have participated the assessment via working group discussion, one-to-one interview session and feedback survey form.</p> <p>The revised social impact assessment provides result as follow:</p> <table border="1" data-bbox="469 1339 1445 1536"> <thead> <tr> <th>Certification Unit</th><th>Findings</th></tr> </thead> <tbody> <tr> <td>FGVPM Besout 06</td><td>5 negative impacts</td></tr> <tr> <td>FGVPM Besout 07</td><td>6 negative impacts</td></tr> <tr> <td>FGVPIB Besout POM</td><td>4 negative impacts</td></tr> </tbody> </table> <p>Verified that the construction of new 6-block housing was included in the assessment. There is no negative impact identified based on response from stakeholders. Document "Pelan Pengurusan Tindakan (Management Plan) bagi impak sosial (Negatif) for monitoring of implementation of the management plan. The plan was divided into three which are short period (June-Dec 2023), Medium (Jan-June 2024) and Long Period (July-Dec 2024). As there is no recurrence of the NC, the Major NC is effectively closed.</p>	Certification Unit	Findings	FGVPM Besout 06	5 negative impacts	FGVPM Besout 07	6 negative impacts	FGVPIB Besout POM	4 negative impacts
Certification Unit	Findings								
FGVPM Besout 06	5 negative impacts								
FGVPM Besout 07	6 negative impacts								
FGVPIB Besout POM	4 negative impacts								

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M4	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.4.2 (Critical)		
Statement of Nonconformity:	The Social Management and Monitoring Plan was not developed adequately.		
Requirement Reference:	For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.		
Objective Evidence:	<p>Besout 7 estate</p> <ol style="list-style-type: none"> Based on the consultation during the HCV assessment, it has been identified that one of indigenous people from Kampung Sungai Teras claimed that land at block PR12H is owned by them. Sighted minutes meeting with Tok Batin Kampung Sungai Terus, Mr Pusat A/L Bah Mon which consultation on the management has been conducted on 29/12/2020 and letter has been sent to Ketua Jabatan Hal Ehwal Orang Asli Tapah on 04/02/2021 for clarification and follow up has been done on 22/02/2023 through phone call by the estate management. Sighted respond letter dated 23/03/2023, (Reference Number: JAKOA.PK.BP.BI/1/2 JLD (25)) from Jabatan Hal Ehwal Orang Asli, Tapah, which requested Tok Batin, Mr Pusat to submit any document to support his claims. As per interview with Tok Batin by the auditor, he has confirmed that he has received the letter and will meet up with Jabatan Hal Ehwal Orang Asli, Tapah. The issues have been prolonged since 2017 until now but has not been included in the social management plan. As per interview with workers, there was one complaint on water and electricity at one of the labour quarters (block 6A) which is still using genset for electric supply and tube well as water source and has been confirmed during site visits by the auditors. Application for electricity has been submitted to Tenaga Nasional Berhad on 05/01/2021 with reference number CKJ/MCA/5984/16/E-1 and application for using tube well as water resources has been submitted with reference number (01)6207-1-10. Nevertheless, the issues have not been included in the Social Management Plan for the estate. <p>Due to this being a recurrence under the same indicator, the non-compliance has been escalated to critical non-compliance.</p>		
Corrections:	<ol style="list-style-type: none"> Revision of the previous HCV Report (2017). Revision of the latest SIA report (2022) to include Management Plan for the impact of resolving land rights claims issues by indigenous communities of Kampung Sg. Teras and JAKOA. <p>Revision of the latest SIA report (2022) to include Management Plan for issue related with the basic facilities at dormitory 6A which still uses electricity from generators and water from tuberwell source.</p>		
Root Cause Analysis:	The recent SIA assessment completed in 2022 have covered the required sampling whereby, the indigenous community (Tok Batin) and worker's representative from Asrama 6A have been interviewed. The issue has been noted in the summary of		

	findings. However, upon further checking it is found that the issues have been missed from being included under the mitigation plan.
Corrective Actions:	<ol style="list-style-type: none"> 1. The revise SIA mitigation plan management plan prepared by the management will be distributed and explained to the affected stakeholders i.e Tok batin and foreign workers to engage their feedback. 2. The SIA mitigation plan will be revised annually with the involvement of the affected stakeholder to identify if there is any new impact that requires improvement. <p>To increase the capacity buildings of the SIA assessor by attending the competency training (i.e: SA8000 training).</p>
Assessment Conclusion:	<ol style="list-style-type: none"> 1. Revision of Social Impact Assessment has been conducted by Sustainability Compliance and Certification Department, Group Sustainability Division , FGV Holdings Berhad, Mr Ahmad Akram Abd Jalal and Mr Azwan Muhammad revision on June 2023. Identification of negative and positive impact has been identified and social management plan has been established in the same document for both issues that has been highlighted the objective evidence. <ol style="list-style-type: none"> a) Issues on indigenous people from Kampung Sungai Teras claimed that land at Block PR12H is owned by them. Management plan as follows. <ol style="list-style-type: none"> i. The management will refer to the FELDA land units and FGV Land management units (LMU) to investigate the history of commitment by the management during the land opening of Besout Complex towards to indigenous people. ii. To inform LMU to conduct resurvey for boundary at the claimed area and intruded by the indigenous people. iii. The management will submit letter to Pejabat Tanah Daerah, Tapah identify indigenous people reserve in the Besout Complex and will be presented to indigenous people committee with attendance of JAKOA and to identify solutions and collective agreement for the issues. b) Complaint on water and electricity at one of the labour quarters (block 6A) which is still using genset for electric supply and tube well as water source. <ol style="list-style-type: none"> i. Water analysis for tube well water will be conducted to identify the quality of the water supply. ii. To refer technical advisory department (JKT) on any recommendation to established water treatment plant for the tube well. iii. To conduct study on suitability of the provide government water supply or other option. iv. To increase number of tanks with wheels to provide sufficient supply of clean water and for easy transportation. v. To request for additional vote for improvement of clean water supply. 2. Evidence that management plan has been distributed to Tok Batin and workers representative sighted in the document Akuan Penerimaan dated 19/06/2023 and as per interview with Tok Batin and workers representative, it has been confirmed that the management plan has been received. 3. 4 personnel from Sustainability compliance and certification department, group sustainability division, FGV Holdings Berhad has attended SA8000 Introduction and Basic auditor training course and evidence sighted base on the approval

	<p>reference number (44) FGVHB/06-PT.1 (2023) and attended on 22-26/05/2023. Certificate is still pending waiting for examination results during the critical nonconformity closure verifications.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>(1) Sighted that the issues have been included in the Social management plan 2024 which the status of the issues has been highlighted as in progress.</p> <p>(2) Interview with Tok Batin Kampung Sungai Terus, Mr Pusat A/L Bah Mon confirmed that meeting has been conducted with between the management of FGVPM Besout 07 Estate and JAKOA Daerah Muallim on 17/11/2023 which to discuss the land issues.</p> <p>(3) As per interview with the representative from JAKOA Muallim, it has been confirmed that the issues have been escalated to JAKOA Putra Jaya in January 2023, and still pending for respond. The issues were well updated in the social management plan.</p> <p>The Major NC is effectively closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M5	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	3.4.3 (Critical)		
Statement of Nonconformity:	The action plan for Social and Environment Management Plan has not been implemented effectively.		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	<p><u>FGVPISB Besout POM</u></p> <p>1. It was verified that the Biogas was not operational. However, the methane was still captured without flaring and used as power generation. The Environmental Aspect and Impact of Biogas was not updated for current operation status and conditions.</p> <p><u>FGVPM Besout 6 Estate</u></p> <p>1. FGV Holdings Berhad has appointed Elevate Limited to conduct audit for issues that has been raised on the Withhold Release Order (WRO) issued by the U.S. Customs and Border Protection (CBP) and one of the issues highlighted is that there is no toilet for workers at the field. Management plan has been established in the document "Remediation plan to address the withhold release order (WRO) by the US custom and border protection" and sighted directive reference number MEMO (003/22) SUS & HSE dated 15/12/2022 by Chief Executive Officer, mentioned that toilet need to be constructed for each 500h area and the date line is on 15/03/2023. However, as per verification during site visits and interview with workers, only 1 toilet has been constructed as of today which is insufficient.</p>		

	<p>2. During the field visit, found Domestic waste in FGVPB Besout 6 Estate disposed via landfill in field PM01K was not segregated. This was not in accordance with the Environmental Management Plan dated Jan 2023.</p> <p><u>FGVPM Besout 7 Estate</u></p> <p>1. Found Scheduled waste (fertilizer inner plastic) in Field PM09G which was not stored and labeled as per Environmental Management Plan.</p> <p>2. Verification on chemical container (Glyphosate) issuance record and Rekod Pengurusan Inventori dan Pelupusan Bekas Kimia, Ladang Besout 7 dated from January 2022 until December 2022. The record did not tally with the SAP record as stated below: -</p> <table border="1"> <tr> <td>SAP record</td><td>Inventory record</td></tr> <tr> <td>376 glyphosate containers</td><td>20 empty glyphosate containers</td></tr> </table> <p>The balance containers were not traceable. This was not in compliance with the Environmental Management Plan.</p> <p>3. Sighted at the back of the Genset Room (Block 6A), there were several empty chemical containers that were not disposed of in a responsible manner in accordance with the Environmental Management Plan.</p> <p>Found oil spillage near the Genset Room (Block 6A) during site verification which was not managed responsibly. Furthermore, there were no spill kit available at the area. This was not in accordance with the Environmental Management Plan.</p>	SAP record	Inventory record	376 glyphosate containers	20 empty glyphosate containers
SAP record	Inventory record				
376 glyphosate containers	20 empty glyphosate containers				
Corrections:	<p><u>FGVPISB Besout POM</u></p> <p>1. Assistant Manager and SHO will identify the environmental aspect impact occurring from the discontinuation of the operation at biogas station.</p> <p><u>FGVPM Besout 6 Estate</u></p> <p>1. The progress report for the toilet construction will be sent to the Regional Controller Wilayah Trolak with the justification for the delayed progress.</p> <p><u>FGVPM Besout 7 Estate</u></p> <p>1. A temporary SW store will be built at the Rasau Division PM09G.</p> <p>2. Inventory record for chemical containers will be updated as per SAP record and will be disposed accordingly as per SOP (FGVPM/L2/PAS-07).</p> <p>Sustainability & HSE Department FGVPB to revise the inspection form (Borang Senarai Semak Tempat Kerja) to include the inspection at the Genset area.</p>				
Root Cause Analysis:	<p>No monitoring mechanism for SEIA action plan and the management are not aware regarding the implementation.</p>				
Corrective Actions:	<p><u>FGVPISB Besout POM</u></p> <p>1. A memo letter from FGVPB HQ informing all mills that operated a biogas station to identify the potential environmental aspect impact from biogas station (operated or not operated).</p> <p><u>FGVPM Besout 6</u></p>				

	<ol style="list-style-type: none"> 1. A self-declaration checklist will be sent together with the prove of implementation on weekly basis as a mechanism tool to monitor the WRO action plan. Report will be sent to Wilayah office. 2. The CEO of FGVPM issued a latest instruction on the monitoring mechanism of the WRO action plan. This includes a verification review by Working Committee at the regional level and the steering committee at the zone and HQ levels to review the evidence prepared by the management. 3. To conduct an awareness campaign on the importance to segregate and recycle the reusable items at site level. Estate to appoint a registered contractor to collect the rubbish at the housing and office compound. <p>FGVPM Besout 07</p> <ol style="list-style-type: none"> 1. The environmental management plan will be monitored frequently through the EPMC meeting. Issues related with SW management and enforcement of the pollution control for high-risk activities is discussed during meeting. 2. To conduct a Schedule waste training for the person in charge at the Rasau Division PM09G. 3. Memo letter to the responsible person (Kerani Bekalan) on the instruction to update the inventory record for the chemical container as per the actual usage. 4. Inventory record Scheduled waste (chemical container) is checked and verified by management to ensure the number being recorded tally with the actual usage. 5. To rearrange for the TNB supply to replace the genset at the dorminity area. <p>The revised checklist (Borang Kertas Semak Tempat Kerja) that includes the checklist for genset area is distributed to the project by Jabatan Sustainability & HSE FGVPM.</p>
Assessment Conclusion:	<p>FGVPIBS Besout POM</p> <ol style="list-style-type: none"> 1. Assessment for Environmental Aspect Impact has been done from the discontinuation of the operation at biogas station conducted by Ahmad Firdaus bin Ilias, Assistant Mill manager and results of assessment documented in the document "Pemberhentian Operasi Biogas" document number FPI/L4/QOHSE-1.7 Pindaan 1 dated 03/04/2023. 2. Communication of the guideline has been conducted on 24/04/2023 for Environmental Impact Assessment Guideline conducted by Mr Mohd Hazrul Azli bin Abu Bakar to person in charge which is Executive Assistant and Assistant Mill Manager. As per interview with person in charge, she can demonstrate their understanding on their responsibilities to inform assessor if there is any new activities or operation in the POM. 3. Memo from Head Quality Assurance& RSPO/MSPO, Operation department, Mr Othman Zakaria reference number (231) 010/810/ HQ/JAB OP.23 sighted to all mills with biogas plant either operational or not which instructed to conduct identification of aspect impact if there is any changes/additional of new operation/activities. <p>FGVPM Besout 6 Estate</p> <ol style="list-style-type: none"> 1. Justification of delayed progress has been submitted to Human resources Business Partner, FGV Plantations Sdn Bhd., Reference Number: 455/1404448/01/2023 dated 17/04/2023.

	<ol style="list-style-type: none"> 2. Self-declaration of the progress on issues that has been highlighted by WRO Remediation Tas force has been uploaded in share folder that can be accessed by all estates under FGVP in the document "Evidence checklist share folders by project site FGVP Besout 06 Estate" and has been declared as compliance for all issues that has been highlighted. 3. Instruction by chief executive officer sighted in the document (11) Korporat/ Surat AM/FGVP/2023 dated 05/04/2023 which stated verification committee has been established comprised 34 team with 7-10 persons/team. 1st stage of verification as been done for 49 estates and 7 POMs 4. Disposal of domestic wastes has been done through licences contractor, Iltizam Makmur Construction starting from 01/04/2023 and recycling/segregation campaign has been done to all workers on 08/06/2023 during morning muster call. There is no evidence that landfill has not been used for domestic waste disposal and as interview all sample workers can demonstrate their understanding on recycling and segregation. <p>FGVP Besout 7 Estate</p> <ol style="list-style-type: none"> 1. As per site visit to division PM 09G (Rasau), it has been identified that new schedule waste has been constructed and there is evidence that the schedule waste as per regulations. All schedule waste has been labelled and store appropriately. 2. Latest EPMC meeting has been conducted on 20/04/2023 with attendance of management and workers representative and minutes meetings has been prepared by Mr. Zailani bin Shukri. Issues of schedule waste has been discussed and minuted in the minute meetings. 3. Training for person-in charge for schedule waste has been conducted on 31/05/2023 by Mr Khalid bin Joned, field staff. Mr Khalid attended training on 29/05/2023 done by Mr Zailani bin Shukri. As per interview with the persons that attended the training, they can demonstrate their understanding on the training. 4. Memo to store attendant, Puan Rusminah binti Ashaari sighted reference number (25)620/7-1-6 dated 08/05/2023 on her responsibilities to update the site inventory of the chemical container as per actual. As per interview, with Puan Rusminah, she agreed that has been received the memo and understanding the instruction received. 5. Inventory of the empty chemical documented in the document title "Rekod Pengurusan Inventori dan perlupusan bekas kimia" on monthly basis. In the checklist, sighted total container issues, reused and store in the empty chemical container store. As per site visit, there is evidence that inventory and actual amount is tally. There is evidence that inventory has been verified by the estate manager, Mr Noordin Ahmad bin Hisnin. 6. Inspection of genset area has been included in the workplace inspection checklist and documented in the "Kertas semak pemeriksaan tempat kerja FGVP" and latest workplace inspection conducted by field staff on 03/05/2023. As per interview, with Person in charge, she can demonstrate her understanding on her responsibilities to conduct inspection for genset area. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
--	--

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Effectiveness Closure (for previous audit closed Critical NC):	<ol style="list-style-type: none"> 1. Verified shared folder for evidence documentation by FGVP Besout 06 which updates their toilet construction progress as per document "Remediation plan to address the withhold release order (WRO) by the US custom and border protection. 2. Sighted establishment of verification committee to clarify and confirm implementation and updates as per memo by Chief Executive Officer, Ref. No. (11) Korporat/ Surat AM/FGVPM/2023, dated 05/04/2023. 3. 'Surat Perintah Kerja' sighted for supply and construct 4 units of toilets and other related works at FGVP Besout 06, Ref. No. CLC2 Bil 003/2023, Agenda 1 dated 08/04/2023, Tender No. FGVP/455/004/2023 (Q), dated 10/04/2023 which program to complete 09/05/2023 with total value amount RM13,000.00. 4. Site visit at PM17Y and PM14U conducted and observed completion of the toilet. While document and pictorial verification indicates completion of toilet at PM05L and PM13T. 5. Site visit at the genset area found that there is no chemical container, and it is verified that the process of installing the TNB electrical is in the process. 6. Found that the management has use the revised checklist for the workplace inspection. <p>There is no recurrence of issue hence, NC remained closed.</p>
---	---

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M6	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	28/06/2023
Indicator & Category (Critical / Minor)	3.8.6 (Critical)		
Statement of Nonconformity:	The internal audit was not effective to ensure compliance to RSPO SCCS requirements.		
Requirement Reference:	<p>Internal Audit</p> <ol style="list-style-type: none"> 1. The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ol style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. <p>Effectively implements and maintains the standard requirements within its organization.</p>		
Objective Evidence:	<ol style="list-style-type: none"> 1. Internal audit dated 19/01/2023 has mentioned that data entry from the mill has been done correctly. Nevertheless, based on the verification done on the mass balance record, it was found that the volume for downgraded CPO has been wrongly recorded for the month of Dec 2022. 2. The internal audit dated 19/01/2023 has raised 1 non-conformity regarding RSPO SCCS which has not been resolved as of to date. This was not in compliance with the procedure Audit Dalaman Pensijilan Kelestarian (FGV/GSD-SCCD/SOP/04 dated 3/09/2020 which states: <ul style="list-style-type: none"> – 7.7.3; Tempoh maksima bagi penyediaan Pelan Tindakan Pembetulan adalah 60 hari selepas audit dalaman dijalankan. 		

	7.7.4; Status pelaksanaan dan penutupan ketidakpatuhan akan dipantau, disemak dan dibuat Tindakan susulan oleh ketua juruaudit Bersama pegawai daripada enforcement SCCD.
Corrections:	<ol style="list-style-type: none"> 1. Latest instruction to the respective internal auditor (SCCD) to verify the monthly mass balance record during audit. 2. Mill to inform 'Prodata' regarding the hiccups of the MPR system. 3. To conduct Daily Figure training to the new PIC involved with the data entry in the MPR system. 4. Mill to conduct training to the responsible personnel at the mill on the Internal Audit Procedures.
Root Cause Analysis:	<ol style="list-style-type: none"> 1. Mass balance record verified during internal audit was based on sampling method. Record for Dec 2022 was not sampled during internal audit. 2. The internal audit findings were unable to be resolved within stipulated time due to the MPR system failure, whereby the system do allow for the Transfer Out procedure to be done with negative stock in hands. 3. Mass Balance record were not thoroughly checked and verified by the responsible PIC.
Corrective Actions:	<ol style="list-style-type: none"> 1. All mass balance record will be sampled during internal audit process. 2. Continuous monitoring of the mass balance record (daily and monthly) by the mill's management to ensure any inconsistent data can be rectified immediately. 3. The mill to ensure MPR System and Mass Balance Record are continuously monitored to be accurate to avoid issue of non-compliance during internal audit which may lead to the issue not being closed.
Assessment Conclusion:	<ol style="list-style-type: none"> 1. The Mass Balance record for the month of December 2022 and May 2023 was verified. The wrong data entry earlier for December 2022 has been amended. The data shows all positive figures and verified to be accurate as the Monthly Production Data (MPR). 2. The Sustainability Compliance & Certification Department - Group Sustainability Department has issued an email dated 05/05/2023 to the internal auditors stating that the mass balance volume shall not be conducted on a sampling basis anymore but for all months. 3. The mill has informed Prodata, the system provider based in the HQ on the wrongly keyed in data in the MPR system and requested the data to be amended accordingly. The email dated 06/04/2023 was available for verification. 4. The Group Sustainability Department have conducted MSPO SCCS Training on MPR system and Mass Balance Recording. Records of training dated 12/05/2023 was available for verification. 5. Sustainability Compliance & Certification Department - Group Sustainability Department (GSD) has implemented a system where a monthly inspection on the MPR System will be conducted by executives from other FGVPIB mills or GSD. Verified the latest MSPR System Inspection conducted by GSD on 01/06/2023. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 27/06/2023.</p>

Effectiveness Closure (for previous audit closed Critical NC):	<p>The mill has successfully addressed the previous year's non-conformance through comprehensive corrective actions. Mass Balance records for March 2023 until January 2024 were sample and found it is corrected, with ongoing monthly inspections implemented. The Sustainability Compliance & Certification Department mandated monthly mass balance volume calculations and provided necessary training. A system correction was communicated to Prodata, and internal audits were reinforced, including an audit conducted on 11-12/01/2024. The establishment of an internal audit procedure further strengthened compliance.</p> <p>However, one critical non-conformity was raised by the internal auditor regarding transaction announcement issues. The Corrective Action Plan (CAP) for this non-conformity has been accepted by the internal auditor, and the mill is currently implementing it, with a due date of 11/03/2024. The CAP is well-documented and available for verification. The findings and overall outcomes of the internal audit were reviewed and discussed in the latest management review meeting on 19/01/2024. An Opportunity for Improvement (OFI) was also raised for follow-up during the next assessment. According to the SOP, the mill has 60 days from the internal audit date to implement the CAP before closing the critical non-conformity.</p> <p>The Major NC is effectively close, with OFI raised for next year verification on the Internal Audit implementation is raised.</p>
---	--

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M7	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	6.2.4 (Critical)		
Statement of Nonconformity:	Linesite inspection has not been effectively implemented.		
Requirement Reference:	<p>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>		
Objective Evidence:	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none"> 1. Sighted that line site inspection has been conducted by Puan Hamidah Mohd Yusof that has been conducted latest in November and December 2022 and has been documented in Borang Pemeriksaan Rumah. However, it is not in line as per plan which line site shall be conducted twice a month. It has been confirmed with the PIC that there are no records of line site inspection for January, February and March 2023. 2. During site visit to block H, sighted that there some damages at workers quarters housing (roofing and door) and has not been attended by the management. 		

	<p><u>FGVPM Besout 06 Estate</u></p> <p>1. During site visit to workers quarters at block F, G, E, it was found that there is damaged monsoon drain that has not been attended to by the management. Line site inspection has been conducted by PIC on 01/03/2023, 05/03/2023, 08/03/2023, 12/03/2023, 16/03/2023 and 20/03/2023. Nevertheless, the records indicated these issues were not identified.</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>During site visit to workers quarters, it was found out that there is damage monsoon drain that has not been attended to by the management. Line site inspection has been conducted by PIC 06/03/2023, 13/03/2023 and 20/03/2023 which did not identify the issues stated.</p>
Corrections:	<p>Besout POM</p> <ol style="list-style-type: none"> To appoint more responsible person who will carry out the monitoring/inspection at the housing area. Revision of the Borang Kertas Semak Perumahan (FGVPI/ML/E.1.5.3) by FGVPI Sustainability Department for the details of criteria being checked. <p>FGVPM Besout 6 & 7</p> <ol style="list-style-type: none"> Borang Kertas Semak Perumahan is revised to clearly stated the criteria that need to be checked. The responsible staff carrying out the housing inspection is being brief by the management on the critical areas that need to be checked and recorded during the housing inspection. <p>To repair the damage at the workers housing area and other affected facilities.</p>
Root Cause Analysis:	<ol style="list-style-type: none"> Current housing inspection was not effective as it does not capture a real condition on the ground. Besides, there is not enough staff to cater quite a number of houses during the weekly housing inspection. Also, lack of monitoring from the management which causing the required action to not be implemented. <p>Ineffective inspection due to the different understanding by the staff, which causing the inspection not meeting the required standards.</p>
Corrective Actions:	<p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> Increase the number of staff appointed to carry out the housing inspection. Training will be given to the responsible staff to improve the effectiveness of the housing inspection. The housing inspection checklist will be verified by the management (Manager or Asst. Manager). The issue is being discussed during the Mesyuarat Ketua Bahagian as a monitoring mechanism to resolve the issue. <p>FGVPM Besout 6 & Besout 7 Estates</p> <ol style="list-style-type: none"> The appointed staff will be given a training to improve the effectiveness of carrying out the housing inspection. <p>The housing inspection form that has been fill up is checked by the management to ensure immediate action is taken. All complaints need to be recorded in the Buku Rekod Aduan for record purpose.</p>

Assessment Conclusion:	<p><u>FGVPISB Besout POM</u></p> <ol style="list-style-type: none">1. As per site visit to block H, there is evidence that damages that has been sighted during the main assessment has been repaired.2. The management has appointed additional 2 person-in charge for line site inspection and has been verified based on appointment letter dated 17/04/2023 reference number (02) RSPO MSPO/NCR and (03) RSPO MSPO/NCR appointed Mr Azlimi Ibrahim and Mohamad Najib Samat.3. Linesite inspection checklist revised in May 2023 and documented in FGVPI/ML/E.1.5.3/Borang 01 which has detail up all the requirement for each area.4. Training to all person in charge has been done on 04/04/2023 with attendance of 2 additional person in charge. As per interview, both PIC can demonstrate their understanding on their responsibilities to conduct inspection on weekly basis and to fully utilized revised line inspection checklist.5. Minutes Mesyuarat Ketua Bahagian conducted and documented latest done on 05/04/2023 and issues of line site inspection has been discussed during the meeting. <p><u>FGVPM Besout 06 & Besout 07 Estate</u></p> <ol style="list-style-type: none">1. Revision of the linesite inspection checklist sighted and, in the document, Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan).2. Briefing to person in charge conducting linesite inspection has been conducted for both operating units. For FGVPM Besout 07 estate, training has been conducted on 29/05/2023 with attendance of 13 person, while for FGVPM Besout 06 Estate, training has been conducted on 10/06/2023 with attendance of 9 persons. As per interview with person in charge, they can demonstrate their understanding on the repsobilities while doing line site inspections.3. Monson drains repair at block F, G and E at FGVPM Besout 06 Estate and FGVPM Besout 07 Estate has been done and has been verified during the site visit.4. Housing inspection has been conducted on weekly basis by person in charge and latest records sample is for May 2023. There is evidence that line site inspection as per actual condition of workers quarters. There is 1 complaint received on damages of lamps and there is evidence the complaint has been responded as per SOPs. Verified document Borang Permohnan pembaikkan asrama, borang aduan". All document has been verified the management for both operating units. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>						
Effectiveness Closure (for previous audit closed Critical NC):	<ol style="list-style-type: none">1. Sighted and verified appointment letter for Mr Azlimi Ibrahim and Mohamad Najib Samat.dated 17/04/2023, Ref. No. (02) RSPO MSPO/NCR and (03) RSPO MSPO/NCR appointed Mr Azlimi Ibrahim and Mohamad Najib Samat. Both are appointed as new member of linesite inspection personnel in charge in addition to existing PIC, Pn Hamidah. All three PIC was given designated worker's block for monitoring purpose as table below: <table><tr><td>Day</td><td>PIC Name</td><td>Workers Quarter</td></tr><tr><td>Saturday</td><td>Mr Najib</td><td>Block A & B</td></tr></table>	Day	PIC Name	Workers Quarter	Saturday	Mr Najib	Block A & B
Day	PIC Name	Workers Quarter					
Saturday	Mr Najib	Block A & B					

	Friday	Pn Hamidah	Block H
	Friday/Wednesday	Mr Azlimi	Block F

2. Linesite inspection checklist revised in May 2023 and documented in FGVPI/ML/E.1.5.3/Borang 01 which has detail up all the requirement for each area. Additional details updated in the checklist includes condition of wiring and electricity, water supply condition, cleanliness of house area and safety (fire extinguisher, fire hydrant and fire alarm condition).

3. Training and discussion regards to responsible on monitoring and updating line site inspection to all three PIC was conducted on 04/04/2023. All three PIC attended the session and discussing about separation of block monitoring, guidance to fill the updated linesite inspection record and strategy to improve effectiveness of linesite inspection. Interview with the one of the PIC indicates well awareness and full understanding regarding the responsibility.

4. It was verified minutes of 'Mesyuarat Pemeriksaan Kawasan Perumahan Petugas' conducted and documented on 07/04/2023 and issues of line site inspection has been discussed during the meeting.

FGVPM Besout 06 & Besout 07 Estate

1. Revision of the linesite inspection checklist sighted and, in the document, Senarai Semak Aktiviti Naziran Penginapan Ladang (Mingguan). Additional details updated are cleanliness of surrounding area, drainage condition, landfill condition, toilet, shower, and kitchen condition, basic needs condition such as bed, mattress, furniture and railing, electric equipment condition as well as emergency tools such as first aid box and fire extinguisher. There is also addition of blank space for assistant manager signature for management verification.

2. Briefing to person in charge conducting linesite inspection has been confirmed for both operating units as table below:

Certification Unit	Date	Attendance
FGVPM Besout 06	10/06/2023	9 persons
FGVPM Besout 07	29/05/2023	13 persons

As per interview with person in charge, they can demonstrate their understanding on the responsibilities regards to monitoring criteria

3. Site visit indicated at drainage repair work at block F and G at FGVPM Besout 06 Estate and FGVPM Besout 07 Estate has completed and maintained accordingly. For continuous improvement, both estates has appointed contractor; Generasi Anak Muda Ent ,Contract No.: 5600006556, DO. No.:7000219106, dated 31/01/2024 for supply labour and repair workers house Block 6B, Rasau and Block Panjang and other related works.

4. Housing inspection has been conducted on weekly basis by person in charge and verified latest in May 2023. There is evidence that line site inspection as per actual condition of workers quarters. Latest line site inspection conducted for FGVPM Besout 06 are on 29/01/2024, 25/01/2024, 15/01/2024, 08/01/2024 and 01/01/2024. Complaint regards to house damage are maintain documented and act accordingly.

	The Major NC is effectively closed.
--	-------------------------------------

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M8	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	6.7.1 (Critical)		
Statement of Nonconformity:	The concerns raised in the Safety Health Meeting were not effectively implemented.		
Requirement Reference:	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.		
Objective Evidence:	<p>The effectiveness of the Safety Committee Meeting was not adequate as the action plans arising from the Safety Committee Meeting were not effectively implemented.</p> <p>FGV Besout 6 Estate.</p> <p>The meeting minutes dated 16/11/2022 stated "tenaga kerja asing tidak dibenarkan menggunakan motosikal untuk tujuan pengangkutan pekerja dan pengangkutan mereka semasa bekerja disediakan oleh pihak ladang". During the site visit to the harvesting operation and interview with the harvesters themselves (Indonesian and Bangladesh workers), it was confirmed that they travel to work using their motorcycles.</p> <p>FGV Besout 7 Estate</p> <p>The meeting minutes dated 09/02/2023 stated that all workers shall wear appropriate PPE while at work.</p> <ul style="list-style-type: none"> During the site visit, it was verified that a tractor driver was not wearing appropriate PPE (Safety Helmet) while the tractor was in motion. During the site visit to the Genset House at Block 6A, it was verified that the Genset Operator was not equipped with appropriate PPE (Earmuff). 		
Corrections:	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> Management will identify and record the details of the foreign workers who own a motorcycle. Management will brief the workers on the legal requirement for riding a motorcycle, including the need to have license and also the safety rules on the road. Transportation to the work area is provided by the management and riding a motorcycle is not allowed. Management will issue a memo letter of instruction to all workers who use motorcycles to adhere to the rules and legal requirement. Workers are not allowed to ride a motorcycle to the workplace. <p>FGVPM Besout 7</p> <ol style="list-style-type: none"> To establish an inventory record for PPE in the estate to ensure there is continuous availability of required PPEs. 		

	<p>2. To carry out an awareness campaign to wear PPE regularly to all staff and workers.</p> <p>To monitor and enforce the usage of PPE by the workers. Action will be taken towards the Mandore/Supervisor if the workers under their supervision unable to follow the rules.</p>
Root Cause Analysis:	<p>1. The concern being raised during the OSH meeting was not properly minute and discussed, which causing poor implementation at site level.</p> <p>2. Lack of awareness and poor enforcement on the usage of PPE during working hours.</p> <p>There is a delay in purchasing the Earmuff for the workers which resulted the workers being supplied with earplugs while waiting for the orders to be delivered.</p>
Corrective Actions:	<p>FGVPM Besout 6</p> <p>1. Details action plan for all issues are included in the OSH Meeting Minutes and minutes and reviewed during the next meeting. The details communicated to all staff for their actions.</p> <p>2. Management to provide adequate transport to carry workers to their work site, and not allowing the workers to use motorcycles to work.</p> <p>FGVPM Besout 7</p> <p>1. Details action plan for all issues are included in the OSH Meeting Minutes and minutes and reviewed during the next meeting. The details communicated to all staff for their actions.</p> <p>2. To implement a PPE awareness campaign and included it as part of the agenda in the Training Plan.</p> <p>3. To install additional signage and warning sign to improve the safety of workers in the working area.</p> <p>4. To ensure the inventory record for PPE is updated regularly.</p>
Assessment Conclusion:	<p><u>FGVPM Besout 6 Estate.</u></p> <p>1. The management have identified and recorded the details of the foreign workers who own a motorcycle, documented in the "Senarai Nama Pekerja Tenaga Asing (TKA) yang Memiliki Motosikal). The management have identified 47 workers who own motorcycle.</p> <p>2. A briefing has been conducted for all foreign workers on the prohibition for foreign workers to ride motorcycle when working in the estate. The briefing records dated 14/06/2023 was available for verification. A memo has been issued dated 22/05/2023 stating that workers are not allowed to ride a motorcycle to the workplace and to adhere to the rules and legal requirement of riding motorcycles.</p> <p>3. The management have provided transport for all workers to work site within the estate. Interview with the harvesting workers indicated that they do not ride their motorcycles anymore as transportation is since provided by the estate.</p> <p>4. Verified the latest OSH Meeting Minutes to included action plan for all issues and concern raised, together with the timeframe and person in charge Also discussed in the meeting was the review of the issues and concerns raised during the previous meeting and the status of the issue.</p> <p><u>FGVPM Besout 7 Estate</u></p>

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<ol style="list-style-type: none"> 1. The estate has establish a "Record Inventory PPE Besout 7" record book where each PPE is monitored in terms of its incoming and outgoing. 2. The estate management have conducted awareness training to all workers on PPE usage. The awareness training records dated 30/05/2023 was available for verification. 3. The estate has enforced the usage of PPE Checklist to monitor the usage of PPE among workers. Verified the PPE Checklist for the month of May 2023. Visit to the estate indicated (tractor Drivers and Genset House) indicated that all appropriate PPEs were being by the workers. 4. Signages of PPE usage has been erected at the workers housing complex and office compound. 5. The OSH Training Plan 2023 was available for verification. The plan has included the requirement to conduct PPE Awareness Training. 6. Verified the latest OSH Meeting Minutes to included action plan for all issues and concern raised, together with the timeframe and person in charge Also discussed in the meeting was the review of the issues and concerns raised during the previous meeting and the status of the issue. <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>Verification of the PPE issuance records found that the record are well updated. Site visit verified that all workers are with appropriate PPE for each workstation visited. Interview with workers found that all PPE were given freely, without salary deduction. The workers were travelling to the estate through the passenger trailer provided by the estate management, thus the Major NC is effectively closed.</p>

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M9	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	7.10.1 (Critical)		
Statement of Nonconformity:	Some of the data reported in RSPO GHG calculator did not tally with the recording system (ERML and/or SAP) of the certification unit.		
Requirement Reference:	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.		
Objective Evidence:	<p>Based on verification of the ERML and/or SAP accounting system used by the company, some data were found to be not tally with the data reported in the RSPO's Palm GHG calculator for 2022, e.g.:</p> <p><u>FGVPM Besout 6 Estate</u></p> <p>Total hectareage Peat: 830.11 ha (in GHG Calculator) vs. 496.92 ha (in Peat Soil Map and email from Norhidayu Shapie dated 8/2/2023)</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Corrections:	<p>1. Sustainability Department & HSE FGVPD will conduct a re-survey of the peat hectareage with the help of Jabatan Pertanian and FGV Land Management Unit to measure the actual peat hectareage.</p> <p>The peat data will be re-calculated in the Palm GHG and resubmit to the auditor for verification.</p>												
Root Cause Analysis:	<p>Incorrect data (peat hectareage) was provided to the PIC which causing the inconsistent reporting. Besides, there is also a need to conduct a re-survey of the peat hectareage.</p>												
Corrective Actions:	<p>All relevant data related with peat management is updated and checked regularly to ensure correct data is used and key-in during the GHG Calculation process.</p>												
Assessment Conclusion:	<p>1. Resurvey was done by Land Management Unit FGVPD, conducted on 16/06/2023. Email dated 16/06/2023 was verified stating the updated data based on the resurvey done to measure the latest peat hectareage. The survey stated the Oil Palm Planted on Peat is 436.55 Ha.</p> <p>2. Palm GHG has been amended to include the actual hectareage of Peat which is 436.55 Ha. The Palm GHG has been verified and approved by the auditor.</p> <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>												
Effectiveness Closure (for previous audit closed Critical NC):	<p>GHG emissions identified and assessed by Besout POM and estates including the following:</p> <table><tr><td>Emissions</td><td>Source</td><td>Reduction plans</td></tr><tr><td>CO2</td><td>Fossil fuel</td><td>Renewable energy</td></tr><tr><td>CH4</td><td>POME treatment pond</td><td>Methane capture</td></tr><tr><td>NO2</td><td>Fertilizer</td><td>IPM</td></tr></table> <p>Monitoring records available via Palm GHG calculator and reported publicly. Verifications of reported data found to be consisted with raw data.</p> <p>No recurrence of issue hence, NC remained closed.</p>	Emissions	Source	Reduction plans	CO2	Fossil fuel	Renewable energy	CH4	POME treatment pond	Methane capture	NO2	Fertilizer	IPM
Emissions	Source	Reduction plans											
CO2	Fossil fuel	Renewable energy											
CH4	POME treatment pond	Methane capture											
NO2	Fertilizer	IPM											

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2328810-202303-M10	Issued Date	30/03/2023
Due Date	28/06/2023	Closure Date	20/06/2023
Indicator & Category (Critical / Minor)	7.12.4 (Critical)		
Statement of Nonconformity:	HCV and Peat Management Plan were not effectively implemented.		
Requirement Reference:	Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in		

	consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).						
Objective Evidence:	<p>FGVPM Besout 6 Estate</p> <p>Sighted in field PM17Y and PM15V in FGVPM Besout 6 estate piezometer reading as per below: -</p> <table border="1"> <tr> <th>Field</th><th>Piezometer reading</th></tr> <tr> <td>PM17Y</td><td>10 cm</td></tr> <tr> <td>PM 15Y</td><td>15 cm</td></tr> </table> <p>This did not comply with the HCV management plan dated 25/05/2017.</p> <p>FGVPM Besout 7 Estate</p> <ol style="list-style-type: none"> As per HCV management plan that was established on 25/05/2017, it has stated that the buffer zone must be marked and maintained the buffer zone signage. However, sighted that the Sungai Rasau buffer zone were without buffer zone marking and signages. <p>At buffer zone with Hutan Simpan Rasau, sighted there was no signages for Forest Reserve and "No Hunting" as per HCV management plan.</p>	Field	Piezometer reading	PM17Y	10 cm	PM 15Y	15 cm
Field	Piezometer reading						
PM17Y	10 cm						
PM 15Y	15 cm						
Corrections:	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> To write a request from Agronomist or Sustainability Technical Department (GSD) for specific training on best practice for peatland management. <p>FGVPM Besout 7</p> <ol style="list-style-type: none"> The buffer zone area along the Sungai Rasau is clearly marked and appropriate signage as per SOP is placed near the buffer zone area. <p>A signage "Larangan Memburu dan menceroboh di kawasan hutan simpan" will be placed at the buffer zone area nearby the forest reserve.</p>						
Root Cause Analysis:	<ol style="list-style-type: none"> There are changes in the management team whereby the current management are inexperienced with the management of the peatland areas. The team is yet to attend proper training specific to the peatland management. <p>The location of the Sungai Rasau division, which is far and separated from the main division has caused for a minimum supervision by the management.</p>						
Corrective Actions:	<p>FGVPM Besout 6</p> <ol style="list-style-type: none"> To conduct a peatland management training to the respective FGVPM management. Training will be conducted based on the best practise guideline in Prosedur Penilaian Pengairan Tanah Gambut from RSPO. The monitoring records for the peatland management such as Piezometer and subsidence pole reading that did not achieve the parameters will be discussed during the EPMC meeting. The monitoring records for Piezometer reading is reviewed and verified by the management on a weekly basis. The Sustainability & HSE Department FGVPM will coordinate the program with the involvement of several departments to revise the existing Prosedur Pengurusan Tanah Gambut. 						

	<p>5. To re-evaluate the equipment used in the field to ensure water level reading complies with the parameters and to access the need for the installation of bund or water gates to maintain the water level as per SOP.</p> <p>FGVPM Besout 7</p> <p>1. To appoint a responsible person (Penyelia peringkat) to ensure the buffer zone area near the river and forest reserve are maintain as per the SOP and HCV management plan.</p> <p>Monitoring record for Buffer zone area are maintained and reviewed by the management.</p>
Assessment Conclusion:	<p><u>FGVPM Besout 6 Estate</u></p> <ol style="list-style-type: none"> 1. Training for Peat Management has been conducted by the agronomist for FGVAS on 23/05/2023 attended by all field staff, assistant manager and manager for region Trolak Region. Evidence verified base on the attendance list which training conducted by Mr Muhammad Asyraf, and Mr Chow Chu Wai. As per interview with person in charge, he can demonstrate their understanding on the SOPs. 2. Monitoring of piezometer and subsidence has been conducted on weekly basis by field staff, Mr Mohamad Razmi Syazlan bin Zaini and documented in the document "Pemantauan Pengecutan di kawasan tanah gambut" and "Pemantauan paras air di Kawasan tanah gambut". Latest monitoring done on 21/05/2023,28/05/2023,10/06/2023 and 17/06/2023. 3. Monitoring for water and subsidence has been discussed during the EPMC meeting conducted every 3 months and latest conducted on 15/05/2023. Minutes meeting sighted and verified. 4. Revision of the SOPs of peat management and reevaluation of equipment used for monitoring is still progressing. Latest meeting done discussing of the revision done on 19/06/2023 with Muhamad Asyraf Razak, Agronomist FGV Agriculture Services expected October 2023. <p><u>FGVPM Besout 7 Estate</u></p> <ol style="list-style-type: none"> 1. During the site visit to Sungai Rasau buffer zone, it has been identified that that signage and clear demarcation of the buffer zone has been established. Signage of "Larangan Memburu dan Menceroboh di Kawasan Hutan Simpan" has been place. 2. Appointment letter for person in-charge to monitor buffer zone sighted as per reference (28)620/7-1-6 and (26)620/7-1-6 dated 08/05/2023 to Mr Rino Daniul Bin Gantulik and Mr Khalid Bin Joned. Training has been conducted to person in charge on 08/05/2023 and evidence sighted as per training records. As per interview with person in charge, there is evidence that both can demonstrate their understanding on the responsibilities. 3. Buffer zone inspection conducted twice a year and latest inspection conducted on 20/04/2023 recorded in the document FGVPM/F (PAS-03)/3.1 <p>The implementation of the correction and corrective action plan was deemed to be able to address the raised non-conformity. Hence the Critical Non-conformity was closed on 20/06/2023.</p>

Effectiveness Closure (for previous audit closed Critical NC):	<p>It was verified during the field visit at FGVPM Besout 6 Estate, Field PM 17 that the peat subsidence pole was as stated in the peat map.</p> <p>Records were available of peat subsidence monitoring and verified during the visit. The management already established the procedure to manage the peat areas as per Manual/SOP guidance as following:</p> <ol style="list-style-type: none"> 1. FGV Plantation Management Manual 2. Peat Management - SOP (0) dated 15 May 2014. 3. Peatland Management Manual mainly on the following: <ul style="list-style-type: none"> - Irrigation System Management - Water level management in peatland areas for Palm Oil Plantations - Method of Installation of Water Level Measuring Device in Collection Drains - Installation Method of Water Measuring Device under Peat Soil (Piezometer) - Controlling the Water Level in the Estate Drains <p>Records of the peat subsidence and water table monitoring were maintained on monthly basis with latest available for as per sample Laporan Lawatan Semakan Kawasan Gambut Ladang FGVPM Besout 06 Dan 07; Date: 2/2/2024.</p> <p>No recurrence of issue hence, NC remained closed</p>
---	---

Previous Audit Minor Non-conformity									
NCR Ref #	2328810-202303-N1	Issued Date	30/03/2023						
Due Date	ASA1-1	Closure Date	escalated to Major NC						
Indicator & Category (Critical / Minor)	2.2.2 (Minor)								
Statement of Nonconformity:	Contractors were unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available.								
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><u>FGVPM Besout 07 Estate</u></p> <p>1. Contractor has been appointed by the management (Tanjung Global Indah Enterprise). Sample of contractor`s workers` payslips has been taken by auditor for verification. It has been sighted that the contractor was unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available as per objective evidence below.</p> <p>a. Deduction of employee provident fund was not as per stated in the employment contract.</p> <p>Sampled Worker A</p> <table><tr><td>Month</td><td>Actual Deduction (RM)</td><td>As Per Employment Contract (RM)</td></tr><tr><td>July 2022</td><td>351</td><td>341</td></tr></table>			Month	Actual Deduction (RM)	As Per Employment Contract (RM)	July 2022	351	341
Month	Actual Deduction (RM)	As Per Employment Contract (RM)							
July 2022	351	341							

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<table><tr><td>Nov 2022</td><td>297</td><td>296</td></tr></table>	Nov 2022	297	296									
Nov 2022	297	296											
	<p>Sampled Workers B</p> <table><tr><td>Month</td><td>Actual Deduction (RM)</td><td>As Per Employment Contract (RM)</td></tr><tr><td>Dec 2022</td><td>342</td><td>430</td></tr><tr><td>Nov 2022</td><td>494</td><td>508</td></tr></table> <p>Contractors’ workers have been paid basic wages + piece rate. However, as per interview with the management, they are not aware of the rate of payment and has not verified if the payment has been made as per agreed rate.</p>	Month	Actual Deduction (RM)	As Per Employment Contract (RM)	Dec 2022	342	430	Nov 2022	494	508			
Month	Actual Deduction (RM)	As Per Employment Contract (RM)											
Dec 2022	342	430											
Nov 2022	494	508											
Corrections:	<p>(1) The monitoring record for contractor’s documentation is established. Items such as permit, licenses, payslips, EPF & SOCSO deduction are monitored monthly.</p> <p>(2) Letter of instruction to the contractor to implement corrections for the EPF deduction rate to follow the EPF deduction table.</p> <p>(3) Management to review the value of payment made to the contractors to ensure it is made according to the agreed value and period.</p>												
Root Cause Analysis:	<p>(1) Lack of monitoring and enforcement by the management on contractors to ensure compliance towards laws and regulation.</p> <p>(2) Ineffective due diligence process done on contractors to ensure their commitment in complying with the rules and legislation.</p>												
Corrective Actions:	<p>(1) Briefing to the responsible person (Kerani/Pembantu Pejabat) for the need to carry out monitoring for all requirement that needs to be followed by contractors.</p> <p>(2) Mill’s management to conduct a meeting/briefing with the contractors on the applicable rules that need to be complied.</p> <p>(3) The contractor’s performance will be evaluated by the management to ensure recommendation either to extend their work and services or to terminate the contract.</p> <p>(4) Project management performs a due diligence assessment on the contractor at least once a year to ensure the contractor’s commitment to legal compliance and employment is in line with the practices implemented.</p>												
Assessment Conclusion:	<p><u>FGVPM Besout 07</u></p> <p>It has been confirmed that FGVPM Besout 07 has selected Generasi Anak Muda Enterprise as the main contractor for the maintenance and repair project at the workers' quarters house as details below:</p> <table><tr><td>Year</td><td>Contract Validity</td><td>Contract Value</td></tr><tr><td>2022</td><td>01/11/2021-28/02/2022</td><td>RM xx,775.00</td></tr><tr><td>2023</td><td>17/07/2023-16/10/2023</td><td>RM xx,480.00</td></tr><tr><td>2024</td><td>15/01/2024-14/02/2024</td><td>RM xx,900.00</td></tr></table> <p>However, the contractor was unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available. No evidence of worker employment details, pay slips, or other legal obligations has been provided for</p>	Year	Contract Validity	Contract Value	2022	01/11/2021-28/02/2022	RM xx,775.00	2023	17/07/2023-16/10/2023	RM xx,480.00	2024	15/01/2024-14/02/2024	RM xx,900.00
Year	Contract Validity	Contract Value											
2022	01/11/2021-28/02/2022	RM xx,775.00											
2023	17/07/2023-16/10/2023	RM xx,480.00											
2024	15/01/2024-14/02/2024	RM xx,900.00											

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<p>verification.</p> <p><u>FGVPI Besout Palm Oil Mill</u></p> <p>Kualiti Ahmad Enterprise is a contractor appointed for supply, construct and complete six (6) blocks of mill's staff quarters with value of contract is RM2,000,000. The contract was initially initiated on 08/08/2022, set to completed on 07/08/2023. However, due to technical issues, it has been extended to 19/06/2024. The construction was recently hold by the management in December 2023 due to safety concerns. Regrettably, there is insufficient evidence of legal compliance for their appointed subcontractor. Based on the management interview and document examination, it was found that the contractor failed to submit updated subcontractor appointments for all six (6) Bangladeshi subcontractors, including their construction sector work permits.</p> <p>Thus, the Minor NC is escalated to Major NC as the issue was repeated in the same indicator.</p>
--	---

Previous Audit Minor Non-conformity			
NCR Ref #	2328810-202303-N2	Issued Date	30/03/2023
Due Date	ASA1-1	Closure Date	escalated to Major NC
Indicator & Category (Critical / Minor)	2.3.2 (Minor)		
Statement of Nonconformity:	Information on Indirectly Sourced of FFB were not available.		
Requirement Reference:	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.		
Objective Evidence:	For all indirectly sourced FFB, there were no evidence of information as stated under indicator 2.3.1 available at the mill. The mill also has not registered a case on this at the RSPO website as well.		
Corrections:	(1) To assign a new contact person in myRSPO portal to ensure any latest announcement/news from RSPO are keep updated. (2) Management to decide and appoint a responsible department in FGV HQ to lead and implement the required steps to comply with indicator 2.3.2.		
Root Cause Analysis:	(1) Management did not aware regarding the RSPO latest directive on the implementation of indicator 2.3.2 due to changing of the contact person in myRSPO portal. (2) Poor cooperation from dealer/collection centre in providing the required information.		
Corrective Actions:	Appointed department to take up the necessary action in obtaining and ensuring the required information for tier-2 FFB suppliers are completed.		
Assessment Conclusion:	For all indirectly sourced Fresh Fruit Bunches (FFB), it is essential to note the absence of necessary information at the mill, as mandated by indicator 2.3.1. Furthermore, the mill has yet to register a case addressing this matter on the RSPO website. It is crucial to emphasize that this Non-Conformance (NC) has been escalated to the status of a Major Non-Conformance.		

Previous Audit Minor Non-conformity			
NCR Ref #	2328810-202303-N3	Issued Date	30/03/2023
Due Date	ASA1-1	Closure Date	08/02/2024
Indicator & Category (Critical / Minor)	4.2.2 (Minor)		
Statement of Nonconformity:	Grievance procedure has not been understood by foreign workers		
Requirement Reference:	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.		
Objective Evidence:	<p><u>FGVPM Besout 06 Estate</u></p> <p>During the interview with India workers (Spraying Operation), the workers highlighted 1 issue related to bad relationship with his housemate and has informed his workers representative on the issues but there was no action been taken. He was unable to demonstrate his understanding on the grievance procedure when he was asked why he did not report to the estate management or any other channel of complaint.</p> <p><u>FGVPM Besout 07 Estate</u></p> <p>It has been found out that 1 Indian worker (Harvester) was injured at the fingers for the last 2 days and treated himself with his own medicine without consultation with the doctor. As per interview, he was unable to demonstrate his understanding on the grievance procedure which is why he did not report the issues to the management or seek professional healthcare via the management.</p>		
Corrections:	<p>(1) To improve the role and responsibility of the worker representative to be more effective in being a representative for employee to convey grievance and obtain accurate information. This is done by publicizing their name, picture, function and responsibilities to all employees. Also, to display on notice boards and to inform all employee during roll call.</p> <p>(2) To increase the number of worker representative according to the main work area and citizenship to facilitate the delivery of information.</p> <p>(3) To conduct briefing on grievance channel to all foreign workers in focused group to improve the effectiveness of delivery of information.</p>		
Root Cause Analysis:	<p>(1) Communication barrier between foreign workers and the management which lead to information delivered is not understood by the workers.</p> <p>(2) Lack of concern among the responsible person (Mandore and supervisor) in taking note the employee problems and needs.</p>		
Corrective Actions:	<p>(1) To increase the communication skills of the responsible person by giving basic foreign language training to the staff to ease the communication with the workers.</p>		

	<p>(2) Increase the effectiveness of delivering information and training to foreign workers by providing the training in a focussed group with the involvement of translator.</p> <p>(3) Improvement to increase the concern of responsible staff (mandore and supervisor) with workers under their supervision. A logbook need to be created, that record the details of communication with workers (i.e training, warning letter, and medical history that need further attention by the management).</p>
Assessment Conclusion:	<p>Sighted and verified refresh training of 'Penerangan peranan dan tanggungjawab wakil pekerja mengikut warganegara dated 27/01/2024, by En Mohamad Sufian Bin Abd Rahman. Within same day, sighted briefing report on 'Penerangan tanggungjawab mandor dan penyelia'. The briefing highlighted roles of mandore and supervisor to document all complaint and grievance by workers in mini logbook before transfer to official complaint book. Name and picture of each appointed workers representative can be sighted at notice board place at office and workers house area. Thus the Minor NC is effectively closed</p>

Previous Audit Minor Non-conformity			
NCR Ref #	2328810-202303-N4	Issued Date	30/03/2023
Due Date	ASA1-1	Closure Date	08/02/2024
Indicator & Category (Critical / Minor)	3.5.1 (Minor)		
Statement of Nonconformity:	There is no SOPs for recruitment established for new category of workers.		
Requirement Reference:	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.		
Objective Evidence:	<p><u>FGVPISB Besout POM</u></p> <p>The management of FGVPISB Besout POM has established new category of workers call "Pekerja Bergaji Hari" for contractor`s workers that has been absorbed as permanent workers in the mill. However, it has been verified that there is no recruitment procedure that has been established for workers of this category. The only procedure that was available is for recruitment for workers under category G7 that has been documented in the document: Garis Panduan Pengambilan Perlantikan Pekerja AM G7" dated 30/10/2019.</p>		
Corrections:	To obtain a copy of the Garis Panduan Pengambilan & Perlantikan Pekerja Bergaji Hari from FGVPI HQ.		
Root Cause Analysis:	The Garis Panduan Pengambilan & Perlantikan Pekerja Bergaji Hari was endorsed on 01/07/2022. However, the guidelines was not distributed equally to all project/site.		
Corrective Actions:	<p>(1) Latest documentation (i.e SOP and policies) that need to be distributed to the project will be uploaded through the ECMS system/FGV Hub to ensure it is available to all.</p> <p>(2) Sustainability Department FGVPI will informed the relevant staff at site level to consistently checked and use the ECMS/FGV Hub as platform to obtain latest documentation from HQ (i.e SOP and policies).</p>		

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Assessment Conclusion:	Sighted and verified a copy of Garis Panduan Pengambilan & Perlantikan Pekerja Bergaji Hari, Doc. No. 2022/1 distributed by FGVPIB HQ. These documents was referred for employment of local workers as in category of daily rated workers. Interview session with Chief Clerk, Assistant Engineer and Manager indicates that they are well aware and knowledgeable about the procedure. Thus the Minor is effectively close.
-------------------------------	--

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement:</p> <p>The Peat inventory has been reported to RSPO Secretariat as per the RSPO Template dated 10/02/2020. RSPO acknowledged acceptance via email dated 17/02/2020. As per record inventory total peat have been register under FGV was 5028.57 Ha. The latest info from HQ stated there are some updated on peat area dated 7/2/2022 as per minute meeting compliance and certification department. The management already approach the Department of agriculture on 21/03/2022 as per letter (03) SUS/HSE/FGVPM HQ/AM/01 for resurvey the FGV land pertaining to peat soil. As per latest record on 02/12/2022 the FGV already make a payment to DOA to proceed with the resurvey and confirmation for peat area and pending the action from DOA. Once the peat confirmation was confirmed, FGV need to update peat inventory to RSPO. OFI been raised as part of mechanism to monitor implementation by FGV.</p> <p>Verification / Follow-up actions:</p> <p>FGVPMPSB via Land Management Unit has appointed the Department of Agriculture (DOA) to conduct the assessment of peat areas in Besout 06 Estate and Besout 07 Estate as per letter ref. # (03)SUS/HSE/FGVPM HQ/AM/01; Date: 21/03/2023.</p> <p>DOA via its Division of Land Resource Management has conducted the assessment and submitted the report to the Land Management Unit of FGVPMPSB via letter ref. # JP TNH 100-4/1/8 JLD.4(1); Date: 14/11/2023. The report title Soil Suitability Study; Ref. # JP TNH KDH 207/680/5 Jld.3 (42); Map ref. # BPST KEDAH_FGV BESOUT 06; Date: 24/10/2023 was prepared by Division of Land Resource Management of DOA Kedah.</p> <p>The report has been submitted to RSPO Secretariat by FGV Holdings Group Sustainability Department personnel via email dated on 3/11/2023</p>

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2328810-202303-M1	Critical	2.1.1	30/03/2023	Closed on 28/06/2023
2328810-202303-M2	Critical	3.3.2	30/03/2023	Closed on 20/06/2023
2328810-202303-M3	Critical	3.4.1	30/03/2023	Closed on 20/06/2023
2328810-202303-M4	Critical	3.4.2	30/03/2023	Closed on 20/06/2023
2328810-202303-M5	Critical	3.4.3	30/03/2023	Closed on 20/06/2023
2328810-202303-M6	Critical	3.8.6	30/03/2023	Closed on 28/06/2023

2328810-202303-M7	Critical	6.2.4	30/03/2023	Closed on 20/06/2023
2328810-202303-M8	Critical	6.7.1	30/03/2023	Closed on 20/06/2023
2328810-202303-M9	Critical	7.10.1	30/03/2023	Closed on 20/06/2023
2328810-202303-M10	Critical	7.12.4	30/03/2023	Closed on 20/06/2023
2328810-202303-N1	Minor	2.2.2	30/03/2023	Escalated to Critical
2328810-202303-N2	Minor	2.3.2	30/03/2023	Escalated to Critical
2328810-202303-N3	Minor	4.2.2	30/03/2023	Closed on 08/02/2024
2328810-202303-N4	Minor	3.5.1	30/03/2023	Closed on 08/02/2024
2456650-202402-M1	Critical	2.2.2	08/02/2024	Closed on 08/05/2024
2456650-202402-M2	Critical	2.3.2	08/02/2024	Closed on 22/04/2024
2456650-202402-M3	Critical	3.6.1	08/02/2024	Closed on 22/04/2024
2456650-202402-M4	Critical	7.10.3	08/02/2024	Closed on 08/05/2024

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 Besout Palm Oil Mill And Supply Bases 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 / RSPO ISH standard 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. 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)
Internal, Union	Representative of Gender Committee-Kelab Keluarga Daya Budi (KKD), Representative of FGVPIB workers union	Face to face
Neighbouring estate	Kiara Jubli Estate, Ladang Yayasan Pembangunan Pendidikan Negeri Perak	Face to face
Government Agency	MPOB Hilir Perak, Majlis Daerah Muallim, JAKOA Muallim	Face to face & Phone Call

Local communities	Head of Settlers FELDA Besout 01, JKKK Kg Sungai Teras	Face to face
Contractor	GPH Enterprise, Generasi Anak Muda Ent, Grocery Shop	Face to face & Phone Call

Stakeholders comment	
1	<p>Feedbacks: Gender Committee Representative</p> <p>Audit Team verification and response: Interview session was conducted with 3 of Gender Committee representative for each operating unit. Noted that all female workers are prioritized to be work at office area as cleaner, maintenance of vehicles and no involved with chemicals substances. Meeting was conducted every 6 months and awareness of woman's rights, types of sexual harassment, including complaints channel were briefed and explained during the meeting.</p>
2	<p>Feedbacks: Kiara Jubli Estate and Ladang Yayasan Pembangunan Pendidikan Negeri Perak</p> <p>Audit Team verification and response: FGVPB Besout 06 and FGVPB Besout 07 invited both estate's representative to their stakeholder consultation and briefed with FGV Holdings Berhad commitment towards sustainability. There are no conflict regards to estate's boundaries since it was clearly demarcated with marking, fences, and trenches. Good relationship between both parties is observed with consistent communication and meetings.</p>
3	<p>Feedbacks: MPOB Hilir Perak, Majlis Daerah Muallim, JAKOA Muallim</p> <p>Audit Team verification and response: All three representative of government agencies acknowledged commitment shown by FGV Holdings Berhad for sustainability since they were regularly invited to stakeholder consultation session and related concerns. En Azli from JAKOA Muallim also provide consultation and advice regarding dispute area between FGVPB Besout 07 and Representative of Kampung Sungai Teras. It was noted that the matter has been escalated to JAKOA Putrajaya for further action and will be updated once any decision has been made accordingly.</p>
4	<p>Feedbacks: Head of settlers FELDA Besout 01 & Chairman of JKK Kg Sungai Teras</p> <p>Audit Team verification and response: In general, both representative of community has no complaints on operation activities and existence of foreign workers by each operating unit. Head of Settlers of FELDA Besout 01 expressed his appreciation gesture to FGVPB for their social contribution in FELDA Besout 01 area. Meanwhile, the chairman of JKK Kg Sungai Teras has expressed his concern regarding the dispute over the area claimed by FGVPB Besout 07. Further verification has been made with FGVPB Besout 07 and JAKOA Muallim. Verification has been conducted through document communication with JAKOA Muallim and JAKOA Tapah, as well as through interview sessions with the Personnel in Charge at JAKOA Muallim. The matter has already been confirmed and is currently under evaluation by JAKOA Putrajaya.</p>
5	<p>Feedbacks: GPH Enterprise and Generasi Anak Muda Ent.</p> <p>Audit Team verification and response: Both contractors were awarded with FFB Transporter contract and House repair and maintenance contract respectively. It was affirmed that FGVPB has provide them with adequate information regarding FGVPB's commitment towards sustainability, transparency and good business ethics through continuous briefing, trainings, and related documents. No complaints regarding payment since there is no such case has appeared. Good relationship is maintained by all parties and no further issues has been raised</p>

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)



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	
N/A	Feedbacks: Audit Team verification and response:

3.5 Impartiality and conflict of interest

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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGVPIB Besout Palm Oil Mill has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGVPIB Besout Palm Oil Mill is remain certified.	
Report prepared by	Acceptance of Assessment Conclusion
Name: AHMAD RUFİ BIN ABU TALIB KHAN	Name: AHMAD SHAHRIR BIN ISMAIL
Company Name: BSI SERVICES (MALAYSIA) SDN BHD	Company Name: FGV HOLDING BERHAD
Title: CLIENT MANAGER	Title: GENERAL MANAGER
Signature: 	Signature: <i>(I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents of this report and accept the liability in execution of the procedure in the report.)</i> 

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Date: 22/05/2024	Date: 29/05/2024

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	<p>'Komunikasi, Penglibatan dan Rundangan' with Doc. No.: FGV/PGVPM/II/IMS/15/006 dated 01/11/2021 has been implemented by FGV Holdings Berhad as internal SOP for information request from relevant stakeholders and documented in. This is to ensure effective communication tools and channels with the relevant stakeholders.</p> <p>Sighted and verified list of 20 documents that has been declared publicly available in a memo dated 03/01/2022.</p> <p>Among documents established as publicly available but not limited to are:</p> <ol style="list-style-type: none"> 1. Company's sustainability annual report 2. Group policies such as Sustainability Policies, Remuneration Policy, Anti Bribery & Corruption Policy, Whistleblower Policy, Code of conducts & Ethics for employees 3. Reports related to environment such as EIA 4. RSPO & MSPO external audit reports 5. Environment and Social Management Plan 6. Continuous improvement plan in terms of social, environment and operation activities 	Complied
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders.	Sighted that policies are exhibited in different areas, such as the main notice boards of the estates/mill, allowing employees and	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Minor compliance -	visitors to view them. There is also company website www.fgyholdings.com/sustainability/policies-guidelines/ that uploaded with policies and commitment of FGV Holdings Berhad towards sustainability. English and Bahasa Malaysia are employed to enhance understanding among relevant stakeholders.											
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	"Consultation and Communication Logbook" by stakeholders has been prepared by estates and mill to record any request from relevant stakeholders. As of the audit day, there have been no information request regards to declared publicly available information.	Complied										
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	<p>FGV has established SOP for consultation and communication from relevant stakeholders and documented in Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/PGVPM/II/IMS/15/006 dated 01/11/2021 The objective of the SOP is to establish an effective system for communication between company and stakeholder.</p> <table><tr><td>Certification Unit</td><td>Appointed Personnel</td></tr><tr><td>FGVPM Besout 06</td><td>Raja Mohd Shahril Bin Raja Ali</td></tr><tr><td>FGVPM Besout 07</td><td>Muhammad Faiz Bin Zulkepli</td></tr></table> <p>The commitment of the procedure has been communicated to identified relevant stakeholder in a Stakeholder Consultation session for both estates and mill. It was noted that stakeholder consultation program is yet to be conducted in 2024. Nevertheless, latest session conducted with the stakeholders for the whole Besout Complex as details below:</p> <table><tr><td>Date</td><td>14/03/2023</td></tr><tr><td>Location</td><td>Dewan Semai Bakti, FELDA Besout 01</td></tr></table>	Certification Unit	Appointed Personnel	FGVPM Besout 06	Raja Mohd Shahril Bin Raja Ali	FGVPM Besout 07	Muhammad Faiz Bin Zulkepli	Date	14/03/2023	Location	Dewan Semai Bakti, FELDA Besout 01	Complied
Certification Unit	Appointed Personnel												
FGVPM Besout 06	Raja Mohd Shahril Bin Raja Ali												
FGVPM Besout 07	Muhammad Faiz Bin Zulkepli												
Date	14/03/2023												
Location	Dewan Semai Bakti, FELDA Besout 01												

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		During the meeting, stakeholders were briefed regarding on FGV group's commitment towards sustainability concepts, transparency to publicly available documents, and commitments related to the management of workers, environmental practices, and social responsibilities. Interview with the stakeholders confirmed that they are aware with document that publicly available listed	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	<p>The estates and the mill systematically update and maintain a record of stakeholder information, covering particulars like addresses, contact numbers, and nominated representatives. This inclusive list comprises contractors, vendors/suppliers, foreign recruitment agencies, embassies, government agencies, schools, local communities, and CPO/PK customers. The stakeholders' list undergoes an annual update and is promptly revised in case of changes in ownership, land lease, or any new developments in the vicinity, as details below:</p> <p>FGVPM Besout 06 Estate- Updated on 17/01/2024 FGVPM Besout 07 Estate – Updated on 12/01/2024 FGVPISB Besout POM – Updated on 23/01/2024</p>	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	<p>FGV Group established the Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) to outline goals and principles for FGV Holdings Berhad and its Group in fulfilling sustainability commitments. Additionally, the Code of Business Conduct and Ethics for Employees (CoBCE) (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was introduced, covering various aspects of ethical conduct and integrity.</p> <p>Supplier Code of Conduct, with document version 01/05/2020, is accessible on the company's website. This code delineates the business ethics and integrity expectations for all suppliers</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		associated with FGV Holdings Berhad. Stakeholders can access these policies at www.fgvholdings.com/sustainability/ .													
1.2.2	<p>A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has implemented a system for monitoring policy compliance, utilizing internal audits conducted at least once a year. There is also Enterprise Content Management System (ECMS), website-based system for monitor compliance against different kinds of certifications.</p> <p>Details of internal audit as per table below:</p> <table><tr><td>Certification Unit</td><td>Date</td><td>Findings</td></tr><tr><td>FGVPM Besout 06</td><td>10-11/01/2024</td><td>27 NCs, 2 OFIs</td></tr><tr><td>FGVPM Besout 07</td><td>09-10/02/2024</td><td>26 NCs, 1 OFI</td></tr><tr><td>FGVPISB Besout POM</td><td>8-9/01/2024</td><td>27 NCs</td></tr></table> <p>There are no nonconformities has been raised related to policy for ethical conduct.</p> <p>Additionally, FGV Holdings Berhad has put in place a Whistleblowing Policy (Policy No.: FGV/GGD/POL/001 dated 17/11/2020) to define the guidelines and principles governing the procedures related to complaint management, investigation, and protection for whistleblowers within FGV Holdings Berhad and its affiliated companies. The COBCE policy will be used as reference for this policy. An appointed member will be in-charge for investigation on matters related to corruption/ abuse of power/ fraud and misconduct.</p> <p>Other than that, Group Internal Audit (GIA) at the headquarters serves as a mechanism for monitoring the compliance of business</p>	Certification Unit	Date	Findings	FGVPM Besout 06	10-11/01/2024	27 NCs, 2 OFIs	FGVPM Besout 07	09-10/02/2024	26 NCs, 1 OFI	FGVPISB Besout POM	8-9/01/2024	27 NCs	Complied
Certification Unit	Date	Findings													
FGVPM Besout 06	10-11/01/2024	27 NCs, 2 OFIs													
FGVPM Besout 07	09-10/02/2024	26 NCs, 1 OFI													
FGVPISB Besout POM	8-9/01/2024	27 NCs													

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		transactions across all operating units under FGV Holdings Berhad. The monitoring of compliance involves conducting assessments based on samples from the various operating units. The GIA team will randomly selected samples according to region and needs for compliance monitoring purpose annually.	
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	<p>FGVPISB Besout POM and its Supply Bases continued to comply with all applicable legal requirements. Compliance to each applicable law demonstrated with legal permits and licenses samples verified as following:</p> <p>FGVPMSB Besout 06 Estate:</p> <ul style="list-style-type: none"> - MPOB License # 574649002000; Validity period: 1/7/2023 – 30/6/2024; Estate area: 2,384.90 ha - FGV Holdings Berhad Salary Deduction Permit; Ref. # BHG.PU/9/19129 Jld 46 (57); Date: 30/10/2018 - Basic Occupational First Aid CPR & AED Training (BOFA Red Card) Cert. # SAC-222-60401; Expired date: 24/8/2025; Muhammad Sufian Bin Abdul Rahman - Competent Person Certified Environmental Professional in Scheduled Waste Management (CePSWAM); Serial # CePSWAM/04884; Date: 7/10/2021; Reza Ashraf Bin Ahmad; Assistant Manager - Safety Officer renewal reply letter; Ref. # HQ/OYKSHO(R)24/16427; Date: 1/2/2024; Mr. Juni Bin Tunj; Reg. # HQ/13/SHO/00/7013; Validity period: 29/1/2021 – 28/1/2024. 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Certificate of Participation # C-1033; OSH Coordinator Trained Person; Date: 24/7/2023 - Controlled Scheduled Goods Permit Serial # A001409; Ref. # KPDNHEP.PK.TPH.600-2/1/6/2/107; Description: Diesel Euro 5 From Licensed Wholesaler; Storage Quantity: 11,000 liters; Validity period: 27/10/2021 – 26/10/2024. - Limited/Highly Toxic Pesticide Purchase Permit # PRK/2023/ACP/097(GL); Date: 1/12/2023; Type: Acephate; Purchase Limit Quantity: 200 kg <p>FGVPMSB Besout 07 Estate:</p> <ul style="list-style-type: none"> - MPOB License # 559124002000; Validity period: 1/4/2024 – 31/3/2025; Estate area: 2,908.04 ha - Application for Centralized Storage of Scheduled Waste in FGV Plantation Sector (<i>Permohonan Pengumpulan Bahan Buangan Terjadual Secara Berpusat di Sektor Perladangan FGV</i>); Approval Letter Ref. # JAS.600-3/5/26 Jld.3 (32); Date: 30/10/2019 - First Aid & CPR Training (Wilayah Trolak) Cert. # SAC-222-60406; Training date: 22-23/8/2022; Mohd. Faiz Bin Mohd. Saad - <i>Perakuan Kelayakan</i> (Certificate of Fitness) of Fixed house type: 1 Workers' Hostel Block Type F (Year 2018); Cert. # PCF.10806/2020/0002; Location: FGVPMSB Besout 07 Estate; Date: 22/12/2020 - Controlled Scheduled Goods Permit Serial # A001379; Ref. # KPDNHEP/P/TPH/600-2/1/6/2/228; Description: Diesel Euro 2M From Licensed Wholesaler; Storage Quantity: 10,000 liters; Validity period: 11/3/2021 – 10/3/2024 	
--	--	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Limited/Highly Toxic Pesticide Purchase Permit # PRK/2023/ACP/052(GL); Date: 14/7/2023; Type: Acephate; Purchase Limit Quantity: 200 kg - Energy Commission License for Private Installation # 2023/01306; Serial # 61433; Installation capacity limit: 21.25 kW; Validity period: 18/5/2023 – 17/5/2024 <p>FGVPISB Besout POM:</p> <ul style="list-style-type: none"> - MPOB License # 500155504000; Validity period: 1/4/2023 – 31/3/2024; Max processing capacity: 330,000 mt/year - DOE License & Compliance Schedule # 004230; Ref. # JAS.AHQ.600-3/1/19; Validity period: 1/7/2023 – 30/6/2024; Effluent discharge method: Water course; BOD limit: 100 mg/L; Max processing capacity: 60 mt/hr - Controlled Scheduled Goods Permit # PBKB/2023/P/A-000270; Ref. # KPDNHEP/P/TPH/600-2/1/6/2/220; Description: Diesel (Euro 2M) Non-subsidised; Storage Quantity: 29,115 liters; Validity period: 14/1/2024 – 13/1/2027 - Water Abstraction License; Approval letter ref. # PDBP(BKP) 600-3/1/18 (2); Date: 7/11/2023; Validity period 1/1 – 31/12/2024 - Energy Commission License for Private Installation # 2023/01989; Serial # 62571; Installation capacity limit: 4,093 kW; Validity period: 28/7/2023 – 27/7/2024 - DOSH FMA Certificate of Fitness for Unfired Pressure Vessel (Air Receiver); Reg. # PK PMT 3371; Validity period: 27/2/2023 – 26/5/2024 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - DOSH FMA Certificate of Fitness for Boiler (Water Tube & Superheater); Reg. # PMD 3255; Validity period: 29/11/2023 – 27/2/2025 - DOSH FMA Certificate of Fitness for Boiler (Water Tube & Superheater); Reg. # PMD 3256; Validity period: 27/2/2023 – 26/5/2024 - DOSH FMA Certificate of Fitness for Lifting Machine (Chain Hoist); Reg. # PK PMA 4622; Validity period: 27/2/2023 – 26/5/2024 - Environmental Compliance Audit Report (3rd Party Audit) for FGVPIB Besout POM; DOE Audit Tracking # AS(B)A31/152/000/022-1-2023; Audit date: 12/2/2023; Report date: 17/4/2023 by Advensafe Sdn. Bhd. - Environmental Compliance Audit Report (3rd Party Audit) for FGVPIB Besout POM; DOE Audit Tracking # AS(B)A31/152/000/022-2-2022/2023; Audit date: 19/6/2023; Report date: 26/6/2023 by Advensafe Sdn. Bhd. 	
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>Documented system for ensuring legal compliance is in place via Manual Procedure, Legal and Other Requirements; Doc. # FPI/L2/QOSHE-2.0; Date: 01/11/2016. All applicable legal requirements were documented in "Daftar Perundangan dan Lain-lain Keperluan" (Register of Legal and Other Requirements; Doc. # FPI/L4/QOSHE-2.1 Rev. 0. Updates of applicable legal requirements were tracked by operating units and monitored by sustainability department personnel via internal audit as per latest FGVPB Besout 06 Estate internal audit date: 10-11/1/2024.</p> <p>Latest DOE visit was conducted on 18/1/2024 by DOE Perak. No negative comments by the DOE's enforcement officer visited.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

2.1.3	Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries. - Minor compliance -	The management has established the estate boundary. Sample of estate boundary sighted in Besout 06 estate Field PM13W where trench was constructed as demarcation of boundary with Orang Asli's land.	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	A list of contracted parties is maintained. - Minor compliance -	<p>List of contracted parties has been established and maintained in the stakeholder list which updated annually.</p> <p>FGVPM Besout 06 Estate- Updated on 17/01/2024</p> <ol style="list-style-type: none"> 1. GPH Enterprise – FFB Transportation Contractor 2. Iltizam Makmur – House Maintenance Contractor 3. Rosli Saidin Enterprise – Domestic waste Disposal Contractor <p>FGVPM Besout 07 Estate – Updated on 12/01/2024</p> <ol style="list-style-type: none"> 1. GPH Enterprise – FFB Transportation Contractor 2. Iltizam Makmur – House Maintenance Contractor 3. Generasi Anak Muda Ent. – House Maintenance Contractor <p>FGVPIB Besout POM – Updated on 23/01/2024</p> <ol style="list-style-type: none"> 1. Nanda Jaya Ent – Grass Maintenance Contractor 2. Kualiti Ahmad Enterprise – Construction of new workers quarters 3. FGV Transport Sdn Bhd – CPO and PK Transportation Contractor 	Complied
2.2.2	All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.	FGV Holdings Berhad has established very specific contracts called Supplier Code of Conduct for appointed contractors. These documents were available for verification for all contracted parties	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<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>with the estates and mill. The Code of Conduct contains specific clause on meeting applicable legal requirements to them, disallowing young/child/forced/trafficked labour with protection clause should be made in place. Additionally, it also included FGV's code of conduct elements such as Business Ethics & Integrity, Safety, Health & Environment, Labor Standards, Communication, Sustainability and Reporting Obligation.</p> <p>Verified documents Supplier Code of Conduct signed by sample of contractors as table below:</p> <table><tr><td>Certification Unit</td><td>Contrator</td></tr><tr><td>FGVPM Besout 06</td><td>GPH Enterprise</td></tr><tr><td>FGVPM Besout 07</td><td>Generasi Anak Muda Ent.</td></tr><tr><td>FGVPISB Besout POM</td><td>Nanda Jaya Enterprise Kualiti Ahmad Enterprise</td></tr></table> <p>FGVPM Besout 07</p> <p>It has been confirmed that FGVPM Besout 07 has selected Generasi Anak Muda Enterprise as the main contractor for the maintenance and repair project at the workers' quarters house as details below:</p> <table><tr><td>Year</td><td>Contract validity</td><td>Contract value</td></tr><tr><td>2022</td><td>01/11/2021-28/02/2022</td><td>RM31,775.00</td></tr><tr><td>2023</td><td>17/07/2023-16/10/2023</td><td>RM25,480.00</td></tr><tr><td>2024</td><td>15/01/2024-14/02/2024</td><td>RM66,900.00</td></tr></table>	Certification Unit	Contrator	FGVPM Besout 06	GPH Enterprise	FGVPM Besout 07	Generasi Anak Muda Ent.	FGVPISB Besout POM	Nanda Jaya Enterprise Kualiti Ahmad Enterprise	Year	Contract validity	Contract value	2022	01/11/2021-28/02/2022	RM31,775.00	2023	17/07/2023-16/10/2023	RM25,480.00	2024	15/01/2024-14/02/2024	RM66,900.00	
Certification Unit	Contrator																						
FGVPM Besout 06	GPH Enterprise																						
FGVPM Besout 07	Generasi Anak Muda Ent.																						
FGVPISB Besout POM	Nanda Jaya Enterprise Kualiti Ahmad Enterprise																						
Year	Contract validity	Contract value																					
2022	01/11/2021-28/02/2022	RM31,775.00																					
2023	17/07/2023-16/10/2023	RM25,480.00																					
2024	15/01/2024-14/02/2024	RM66,900.00																					

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>However, the contractor was unable to demonstrate compliance to legal requirement and there is no evidence of due diligence available. No evidence of worker employment details, pay slips, or other legal obligations has been provided for verification.</p> <p>FGVPISB Besout POM</p> <p>Kualiti Ahmad Enterprise is a contractor appointed for supply, construct and complete six (6) blocks of mill's staff quarters with value of contract is RM2,000,000. The contract was initially initiated on 08/08/2022, set to completed on 07/08/2023. However, due to technical issues, it has been extended to 19/06/2024. The construction was recently hold by the management in December 2023 due to safety concerns. Regrettably, there is insufficient evidence of legal compliance for their appointed subcontractor. Based on the management interview and document examination, it was found that the contractor failed to submit updated subcontractor appointments for all six (6) Bangladeshi subcontractors, including their construction sector work permits.</p> <p>Thus, non-conformity is raised</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>FGV Holdings Berhad has established very specific contracts called Supplier Code of Conduct for appointed contractors. These documents were available for verification for all contracted parties with the estates and mill. The Code of Conduct contains specific clause on meeting applicable legal requirements to them, disallowing young/child/forced/trafficked labour with protection clause should be made in place. Additionally, it also included FGV's code of conduct elements such as Business Ethics & Integrity,</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Safety, Health & Environment, Labor Standards, Communication, Sustainability and Reporting Obligation.	
Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	(C) For all directly sourced FFB, the mill requires: <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 - Critical (Major) compliance -	The mill sources FFB from RSPO Certified suppliers, such as FGVPM Besout 6 Estate and FGVPM Besout 7 Estate. It also receives uncertified FFB from other estates, smallholders, and collection centers. The records of each estate verified show compliance to the indicator by having all details such as location, land title, MPOB License	Complied
2.3.2	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. <ul style="list-style-type: none"> - Minor compliance - 	For all indirectly sourced FFB, there were no evidence of information as stated under indicator 2.3.1 available at the mill. The mill also has not registered a case on this at the RSPO website as well. Thus, the Major NC is raised as there is a repetitive Minor NC in same indicator.	Non-compliance
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders. <ul style="list-style-type: none"> - Critical (Major) compliance - 	FGVPI Besout POM, the Annual Business Plan 2024-2028 was available. The document is in the form of annual budget and the projection for 6 years prepared as guidance for future planning. The business plan contains FFB processed, production of CPO & CPK. The Component of operating expenditure among others includes Process labour, Maintenance external, maintenance parts, Consumable, EVIT, Admin cost and Labour overhead. Estimation of General and Nett Income clearly forecasted as seen with estimation of FFB pricing.	Complied

		FGVPM Besout 06 Estate and FGVPM Besout 07 Estate has documented business or management plan established to demonstrate attention to economic and financial viability through long-term (2024-2028) management planning.																													
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	Annual replanting programme projected for a minimum of five years with yearly review, is available as per sample verified for FGVPMBSB Besout 06 Estate Replanting program; Form # RSPO – P3/C.3.1/3/1/2: <table><tr><td>Field/Block</td><td>2024 (ha)</td><td>2025 (ha)</td><td>2026 (ha)</td><td>2027 (ha)</td><td>2028 (ha)</td><td>Total (ha)</td></tr><tr><td>PM98H/Block 16</td><td>63.47</td><td>-</td><td>-</td><td>-</td><td>-</td><td>63.47</td></tr><tr><td>PM98H/Block 17</td><td>14.68</td><td>-</td><td>-</td><td>-</td><td>-</td><td>14.68</td></tr><tr><td>PM01K/Block 18</td><td>11.82</td><td>-</td><td>-</td><td>-</td><td>-</td><td>11.82</td></tr></table>	Field/Block	2024 (ha)	2025 (ha)	2026 (ha)	2027 (ha)	2028 (ha)	Total (ha)	PM98H/Block 16	63.47	-	-	-	-	63.47	PM98H/Block 17	14.68	-	-	-	-	14.68	PM01K/Block 18	11.82	-	-	-	-	11.82	Complied
Field/Block	2024 (ha)	2025 (ha)	2026 (ha)	2027 (ha)	2028 (ha)	Total (ha)																									
PM98H/Block 16	63.47	-	-	-	-	63.47																									
PM98H/Block 17	14.68	-	-	-	-	14.68																									
PM01K/Block 18	11.82	-	-	-	-	11.82																									
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	The unit of certification holds management review meeting latest on 19/01/2024. These meetings were led by the respective operating unit managers and covered a wide range of crucial topics. Discussions included the outcomes of internal audits, feedback from both internal and external customers, process performance, product conformity, the status of preventive and corrective actions, follow-up actions arising from previous Management Reviews, potential changes impacting the management system, and recommendations for improvements. Minutes of all the meetings were documented and were available for verification and it was confirmed that the Management Review Meetings were effectively conducted. The management of FGV Besout POM & Supply Bases demonstrated a comprehensive evaluation of pertinent aspects and adhered to the established	Complied																												

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		procedure outlined in Management Review (FGV/ GSD-SCCD/SOP/06, Version 00, dated September 3, 2020).	
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.			
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>The estates and mill have established comprehensive social and environmental improvement plans as outlined in the Continuous Improvement Plans, which are based on identified opportunities and issues. These plans are detailed in the Social Management Plan, OSH Plan, and Environmental Plans. The implementation of these action plans has been sampled and verified, showing progress in various areas.</p> <p>FGVPM Besout 6 Estate:</p> <ol style="list-style-type: none"> 1. Optimizing undisturbed land for workers to plant their own food/vegetables. 2. Adhering to a strict no open burning policy. 3. Monitoring and recording diesel usage during the transportation of FFB to the mill and daily operations. 4. Using less hazardous chemicals, substituting Metamidophos (Class 1) with Acephate (Class 3). 5. Practicing zero open burning through continuous monitoring and worker awareness. <p>FGVPM Besout 07 Estate:</p> <ol style="list-style-type: none"> 1. Constructing a store for harvesting tools for workers. 2. Building a new water treatment plant at the workers' housing area, Asrama 6A. 3. Developing a new sports and recreation area. 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ol style="list-style-type: none"> 4. Optimizing the use of grass-cutting machines to reduce worker dependency. 5. Eliminating the use of hazardous chemicals, including Paraquat and Class 1A and 1B chemicals. 6. Maintaining a strict no open burning policy. 7. Monitoring and recording diesel usage during FFB transportation to the mill and daily operations. <p>FGVPI Besout POM:</p> <ol style="list-style-type: none"> 1. Installing solar-powered streetlights on the main road to the mill. 2. Continuously upgrading housing complexes for better employee comfort and safety. 3. Conducting preventive maintenance on vehicles and machinery to reduce diesel usage. 4. Monthly reviews of the yearly budget to monitor mill expenditure. 5. Conducting OSH campaigns to strive for zero accidents in 2023. 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE: The RSPO metrics template is awaiting decision/agreement by RSPO and the issue is still being discussed.</p>	<p>The RSPO metric template version 2.1 is used for reporting the economic, social, and environmental metrics of the FGVPI SB Besout Certification Unit. The data reporting period is from January to December 2022 for social and environmental metrics, and from January 2023 to December 2023 for economic metrics (counting back from the audit month). Based on verification of the input data, no discrepancies were found in the reported data for all metrics during the specified period.</p>	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	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. - Minor Compliance -		
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
Guidance: Mechanisms to check implementation could include documentation of management systems and internal control procedures (see Criterion 2.1). SOP and documentation for mills should include relevant supply chain requirements (see SCCS section under Principle 3). The unit of certification, while working with third party suppliers of FFB on traceability and legality, should use the opportunity to distribute suitable information on BMPs.			
3.3.1	(C) Standard Operating Procedures (SOPs) for the unit of certification are in place. - Critical (Major) compliance -	The mill processing system is documented in several key documents, including: a. The Mill Lestari Processing Manual b. The Mill Standard Operating Procedure (SOP) c. The Mill Quality Management Manual These documents provide guidelines and standards for mill operations. The SOP covers detailed procedures for: a. Reception, sterilization, threshing, and pressing b. Clarification, depericarping (nut polishing) station c. Effluent management, laboratory operations, workshop activities, and dispatches Additionally, the industry and the Malaysian Palm Oil Board (MPOB) provide manuals that serve as further guidelines. The SOP for estate operations is available and prepared on a group basis. The documentation levels are identified as follows:	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>a. Manual Ladang Sawit LESTARI (Sustainable Palm Oil Farming Manual), reviewed on 01/06/2012 – Young Mature OP Edition: II, Section: 3</p> <p>b. Manual Ladang Sawit LESTARI (Sustainable Palm Oil Farming Manual), reviewed on 01/06/2012 – Mature OP, Edition: II, Section: 4</p> <p>c. Manual Ladang Sawit LESTARI (Sustainable Palm Oil Farming Manual), reviewed on 01/06/2012 – OP Manuring, Edition: II, Section: 5</p> <p>d. Safe Work Procedures</p> <p>e. Sustainability Manual</p> <p>Amendments are made as needed to address local issues or situations.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>The Agronomy and Agricultural Services Department, Sustainability Unit, Plantation Head, and relevant Head Office personnel, including the Regional Controller, conduct inspections and reports to ensure compliance with company policies on operations, finance, and safety, health, and welfare.</p> <p>Key audits conducted:</p> <ul style="list-style-type: none"> • Internal audits: <ul style="list-style-type: none"> - FGVPIB Besout POM: 01 – 02/2023 - FGVPM Besout 6 Estate: 10-11/01/2024 - FGVPM Besout 7 Estate: 08 – 09/01/2024 • Health, Safety, and Environment audits: <ul style="list-style-type: none"> - FGVPIB Besout POM: 01/11/2022 - FGVPM Besout 6 Estate: 09-10/08/2023 - FGVPM Besout 7 Estate: 09 – 10/11/2023 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> • Agronomist inspection: <ul style="list-style-type: none"> - FGVPM Besout 7: 17/03/2023 	
3.3.3	Records of monitoring and any actions taken are maintained and available. - Minor Compliance -	All monitoring records for the estates and the mill audited have been maintained and are available for review. Records are kept at various levels, from field/mill supervisors to executives and managers. Compliance with the SOP, budget, and productivity, among other areas, is monitored by the Regional Controller (RC). Performance is reviewed during monthly meetings with the Regional Controller or Zone Head. Records sampled for verification are indicated under section 3.3.2.	Complied
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.			
3.4.1	(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -	FGV Holdings Berhad has updated the 'Garis Panduan Kajian Penilaian Impak Sosial' (Guidelines for Social Impact Assessment), with document code FGV/GSD-SCCD/GL/02, and its enforcement began in December 2020. It was verified that there are no new plantings and no new operations, including mills. Therefore, conducting and documenting an independent Social and Environmental Impact Assessment (SEIA), which would be undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower schemes, is not necessary. However, it was noted that Mr Ahmad Akram Abd Jalal and Mr Azwan Muhammad from Sustainability Compliance & Certification Department, Group Sustainability Division has conduct and revised Social Impact Assessment for Besout Complex consist of FGVPI SB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate in June 2023. Based on report review, the assessors have selected	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>number of samples from affected stakeholder such as internal and external stakeholder, job and position, suppliers, and contractors as well as representative from local community. All samples have participated the assessment via working group discussion, one-to-one interview session and feedback survey form.</p> <p>The revised social impact assessment provides result as follow:</p> <table><tr><td>Certification Unit</td><td>Findings</td></tr><tr><td>FGVPM Besout 06</td><td>5 negative impacts</td></tr><tr><td>FGVPM Besout 07</td><td>6 negative impacts</td></tr><tr><td>FGVPISB Besout POM</td><td>4 negative impacts</td></tr></table> <p>FGV Holdings Berhad has established Environmental Policy signed by Mohd Nazrul Izam Mansor, Group Chief Executive Officer; Doc. Ref. FGV/GHR/HSEQ/POL/002, Rev 2.0 Dated 03/10/2022</p> <p>FGVPISB Besout POM has conducted Environmental Aspect and Impact Assessment for all its' activities in year 2023. The environmental Assessment findings are recorded in document titled Identification of Environmental Aspect and Evaluation of Significance Form; Doc. Rref. # FPI/L4/OHSE-1.7; Rev. 1; date: 24/01/2022.</p> <p>The Environmental Risk Assessment has covered 16 keys activities of the mill such as Main Entrance, Weighbridge, Grading, Loading Ramp, Sterilizer Crane, Threshing, Press, EFB conveyor, Oil Room, and CPO Bulk Storage Tank etc.</p>	Certification Unit	Findings	FGVPM Besout 06	5 negative impacts	FGVPM Besout 07	6 negative impacts	FGVPISB Besout POM	4 negative impacts	
Certification Unit	Findings										
FGVPM Besout 06	5 negative impacts										
FGVPM Besout 07	6 negative impacts										
FGVPISB Besout POM	4 negative impacts										
3.4.2	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.	Based on the assessment, assessor then established social management plan according to stakeholders' feedback and responses. Sighted list of relevant stakeholders involved during the	Complied								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>- Minor Compliance -</p>	<p>assessment. Document "Pelan Pengurusan Tindakan (Management Plan) bagi impak sosial (Negatif) for monitoring of implementation of the management plan. The plan was divided into three which are short period (June-Dec 2023), Medium (Jan-June 2024) and Long Period (July-Dec 2024).</p> <p>Among identified social impact and management plan for each estate and mill includes.</p> <p>FGVPM Besout 06</p> <ol style="list-style-type: none"> 1. Social Impact: Workers did not aware issues that has been discussed during welfare committee meeting since most of them did not aware the existence of welfare committee and attendees did not share their findings during the meeting to other workers. <p>Management plan: Introduction of workers committee members to all workers during rollcall and issues discussed during the meeting also shared during rollcall session as well.</p> <p>FGVPM Besout 07 Estate</p> <ol style="list-style-type: none"> 1. Social Impact: Local workers have expressed that they have not been adequately briefed on their overtime rates, leading to confusion among them. <p>Management plan: To conduct briefing with local workers to provide a clear explanation and share information about their designated rates of overtime payment.</p> <p>FGVPISB Besout POM</p> <ol style="list-style-type: none"> 1. Social Impact: FFB suppliers did not explained with proper briefing regarding to transaction of loose fruit price information. 	
--	-----------------------------	--	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Management Plan: Management to declare and briefed relevant FFB suppliers with MPOB Grading Manual which stated that no loose fruit transaction will be allow starting January 2024. <p>The certification unit has established and documented Environment Improvement Plan to promote positive impact for year 2023. The Management Plan has been documented in Identification of Environmental Aspect and Evaluation of Significance Form. The management has planned the programed to promote the positive impact. The program was incorporated in the management plan. The objectives as follows.</p> <ul style="list-style-type: none"> - Objective: Maximizing Recycling (EFB, Empty fertilizer bag, Triple Rinse for Empty pesticides container). - Objective: Prevention of pollution of GHG emission (reduce diesel usage, use of organic fertilizer, zero burning ect). <p>Reduce Use of Chemicals based Pesticides (Additional Barn Own, Beneficial Plant -Turnera, cassia, antigonan, grass cutting.</p>	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The Social Management and Monitoring Plan has been implemented and reviewed on annual basis with participation of relevant stakeholders and workers. Details of implementation of social management plan as per below:</p> <p>FGVPM Besout 06 Estate</p> <ol style="list-style-type: none"> 1. Social Impact: Workers did not aware issues that has been discussed during welfare committee meeting since most of them did not aware the existence of welfare committee and attendees did not share their findings during the meeting to other workers. <p>Management plan: Introduction of workers committee</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>members to all workers during rollcall and issues discussed during the meeting also shared during rollcall session as well.</p> <p>Implementation: Voting session for new welfare committee members in 2024 has been conducted at 26/01/2024. Elected worker from each nationality introduced themselves during rollcall session afterwards. Additionally, briefing on roles and responsibilities of each welfare committee members was conducted on 27/01/2024.</p> <p>FGVPM Besout 07 Estate</p> <p>1. Social Impact: Local workers have expressed that they have not been adequately briefed on their overtime rates, leading to confusion among them.</p> <p>Management plan: To conduct briefing with local workers to provide a clear explanation and share information about their designated rates of overtime payment.</p> <p>Implementation: Verified report of briefing session to local workers, dated 25/09/2023 explaining overtime rates and appropriate situation that required workers to work overtime. Additionally, detailed guidance has been given on how to interpret and understand the overtime payment information presented in their pay slips</p> <p>FGVPISB Besout POM</p> <p>1. Social Impact: FFB suppliers did not explained with proper briefing regarding to transaction of loose fruit price information.</p> <p>Management Plan: Management to declare and briefed relevant FFB suppliers with MPOB Grading Manual which</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>stated that no loose fruit transaction will be allow starting January 2024.</p> <p>Implementation: Sighted and verified JPKK minutes meeting, dated 20/11/2023 and attended by representative of settlers from FELDA Besout 01. The meeting evident clear explanation of MPOB Grading Manual (2015) stating no loose fruit shall be sold separately out of fresh fruit bunches.</p> <p>The Environmental Management and Monitoring Plan is consistently put into action and undergoes an annual review, involving the active participation of relevant stakeholders and workers. The primary focus of this plan's implementation revolves around environmental preservation and the reduction of pesticides and fossil fuel usage. Some of the verified implementations include the adoption of Integrated Pest Management (IPM) in the estates, the cultivation of beneficial plants, proper waste segregation and disposal in compliance with legal regulations, bi-annual monitoring of smoke emissions at the mill, the establishment of effective buffer zones, and periodic monitoring of water quality, among other initiatives. This Environmental Management and Monitoring Plan is subject to an annual review, typically conducted at the beginning of the year, with inputs solicited from both management and workers' representatives.</p>	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	<p>Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable.</p> <p>- Minor Compliance -</p>	<p>For mill, FGVPISB has developed Garis Panduan Pengambilan & Perlantikan Pekerja Am G7 (Doc No.: 2020/1, Rev. 3 dated 01/05/2020). While for FGVP, Jabatan Tenaga Kerja established a list of Policy and Procedure with the name Senarai Utama Polisi dan SOP Jabatan Tenaga Kerja (JYK). 'Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>01/09/2019 whereas recruitment of foreign workers is part of the procedure.</p> <p>FGV Group also has laid out guidelines and procedures for the responsible recruitment of foreign workers, dated 27/06/2019. These guidelines, available on the company's website, adhere to principles in the Group Sustainability Policy, promoting non-discrimination, respect for human rights, and labor rights. The procedure covers the entire process, from recruitment and hiring to employment and post-employment phases.</p> <p>A memo from 03/01/2022 lists out 20 publicly available documents, all compliant with RSPO P&C standards, including Employment procedures, selection, hiring, promotion, retirement, and termination. According to management interviews, these procedures can be obtained upon request by workers or stakeholders through the communication and consultation process</p>	
3.5.2	<p>Employment procedures are implemented, and records are maintained.</p> <p>- Minor Compliance -</p>	<p>FGV Holdings Berhad has signed agreements with approved agents from workers-supplying countries such as Indonesia, Bangladesh, and India. These agreements strictly state that agents are prohibited from collecting any fees from workers during the recruitment process which agreed and signed by both parties. The specific costs associated with the recruitment process are clearly outlined in these agreements which bear by FGV Holdings Berhad.</p> <p>FGVPISB Besout POM</p> <p>Latest recruitment of local worker identified in Aug 2023. It was noted that prior to employment, the candidate being interviewed by mill management and can be verified through document "Competency based interview form (non-executive) dated 25/07/2023. Candidate then undergone medical checkup before</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>provided with offer letter dated 27/07/2023, Doc. No. FGVPI/GHC/Staffing/Hiring-P/2023 (484). Interview with the local worker confirmed the flow of employment and verified the evidence acceptance by the worker, dated 28/07/2023.</p> <p>FGVPM Besout 06 Estate</p> <p>Latest recruitment of Indonesian workers was on 16/08/2023 via recruitment agent, PT Cipta Rezeki Utama. 2 workers have been sampled out and interviewed. Both workers were able to demonstrate their understanding regards to their employment agreement which has been well briefed at their origin country. They also claimed that they went through interview session at their hometown and voluntarily signed the agreement once they understand the agreement. Hence, this is evidence compliance with SOP Jabatan Tenaga Kerja (JYK). 'Proses Socialisasi & Temuduga' with Doc. No.: FGV/FGVPM-JTK/SOP/003 dated 01/09/2019</p> <p>FGVPM Besout 07 Estate</p> <p>3 newly recruited Bangladeshi workers in June 2023 under recruiting agent, Rabbi International were sampled for interview and documents review. Sighted agreement that has been signed by the workers where the workers agreed that there are no recruitment fees has been charged. Further verification has been done through interview and found out that there is no recruitment cost (medical checkup fees, transport cost) been paid by the workers themselves.</p> <p>Verified that personal documents was kept in each personal files such as employees application form (local worker), employees's registration card, employee contract agreement in understandable</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		language, copy of identity card/passport/work permit,e-pass government of Malaysia (foreign worker), pre-departure orientation briefing at workers origin country	
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	<p>(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>Besout Complex Estates:</p> <p>a. HIRARC Verification:</p> <p>Hazard Identification, Risk Assessment, and Risk Control (HIRARC) processes were verified for various operations within the estates. This involved examining documentation and operations to ensure that all identified risks were adequately controlled to prevent harm to workers and the environment.</p> <p>Verification of implementation of HIRARD was conducted during the site visit at harvesting and spraying activities, Interview with the workers found that the understanding of usage of PPE, proper safe working is demonstrated.</p> <p>b. Chemical Health Risk Assessments:</p> <p>Chemical Health Risk Assessments (CHRAs) were conducted at both FGVPB Besout 6 and FGVPB Besout 7 Estates to assess the risks associated with chemical exposure. The assessments were carried out by qualified assessors in accordance with regulatory requirements, and the resulting reports provided insights into the potential health hazards and recommended control measures.</p> <p>c. Medical Surveillance:</p> <p>Medical surveillance programs were implemented based on the recommendations of the CHRA to monitor the health of workers exposed to hazardous chemicals. Annual medical surveillance was conducted for workers at both estates, with all workers declared fit for work based on the assessment results.</p>	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>d. Noise Risk Assessments:</p> <p>Noise Risk Assessments (NRAs) were conducted at both estates to evaluate the risks posed by workplace noise. The assessments were conducted by qualified assessors, and the resulting reports outlined recommendations for controlling noise exposure to protect workers' hearing health.</p> <p>e. Audiometric Testing:</p> <p>Audiometric testing was conducted at both FGVP Besout 6 and FGVP Besout 7 Estates to monitor the hearing health of workers exposed to excessive noise. The results of the testing were pending during the audit but aimed to identify any hearing loss among workers and ensure appropriate measures were taken to protect their hearing.</p> <p>These detailed assessments and measures demonstrate a proactive approach to health and safety management, ensuring compliance with regulations and the implementation of effective controls to protect the well-being of employees across both the mill and estate operations.</p> <p>Besout Palm Oil Mill</p> <p>During the site visit at the mill, it was observed that a lorry driver was removing the Fresh Fruit Bunch (FFB) netting. Upon verification of the Hazard Identification, Risk Assessment, and Risk Control (HIRARC), it was noted that the activity of removing the netting had not been assessed.</p> <p>A Noise Risk Assessment was conducted by the mill on 26-28/09 & 03/10/2023 and is available for review. In section 8.3, it is outlined that management is recommended to conduct annual audiometric tests, and new workers in areas identified as hearing protection zones should undergo baseline audiometric tests within 3 months of starting work. However, upon document verification, it was</p>	
--	--	--	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		discovered that the previous audiometric test took place on 02/02/2023, and the mill has not conducted the audiometric assessment for the year 2024. Additionally, new operators who commenced work between April 2023 to August 2023 have not undergone the baseline audiometric test as required. Section 8.4 emphasizes the necessity for management to brief workers within 14 days of receiving the report. Regrettably, as of now, the briefing has not been conducted, thus Critical Non Conformance is raised	
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored. - Critical (Major) compliance -	<p>The Annual Health and Safety Plan for the estate and mill is implemented mainly through the Annual Training Program 2024 and monitored via inspections. The plan focuses on providing knowledge and skills for safe work, raising awareness of workplace hazards, and offering specialized training for unique hazards. Training methods include formal classroom sessions, on-the-job training, and worksite demonstrations.</p> <p>Safety performance is monitored through internal audits, work site inspections, supervisor involvement, safety occurrence reporting, health and medical surveillance, chemical exposure monitoring, audiometric monitoring, and daily checklists like the PPE Checklist. Monitoring results are discussed in meetings, communicated to employees, and corrective actions are taken as needed.</p>	Complied
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 aspects of the RSPO P&C, in a form they understand, and which includes assessments of training. - Critical (Major) compliance -	A detailed training program called "2024 Work Safety and Health Training Schedule" has been set up for all units. It covers everyone from Mandores, Supervisors, Manurers, Sprayers, Harvesters, Drivers, Genset Operators, and General Workers to New Workers, Stakeholders, First Aiders, ERT (Emergency Response Team) members, and Contractors.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>This program ensures that each person receives training specific to their job. It's designed to teach them the skills they need to work safely and effectively.</p> <p>It was verified that the conducted trainings included refresher sessions covering all aspects of the RSPO Principles and Criteria, productivity, and best management practices related to estate operating procedures, as well as procedural matters concerning Occupational Health & Safety and Environmental considerations. The trainings covered a wide range of topics, from the harvesting, and field maintenance, to the evacuation of FFBs to the mill. Similarly, at the mill, the training encompassed FFB receive, grading, processing into Crude Palm Oil (CPO), storage and dispatch of CPO and nut kernel, as well as the management of by-products, wastes, and waste streams. This also involved the checking and documentation of traceability for certified FFB, CPO, and PK. The Mill Manager and assistants displayed a comprehensive understanding of the differentiation between the IP and MB models, as outlined in the Supply Chain Requirements for Mills.</p> <p>The management has included gender specific need in the planning for the training plan. Training such as new mother training, sexual harassment are well documented in the plan.</p>							
3.7.2	Records of training are maintained. - Minor Compliance -	<p>Records of trainings were maintained by the Mill and all estates as below:</p> <p>FGVPISB Besout POM</p> <table><tr><th>Training</th><th>Date</th></tr><tr><td>Chemical Handling Training</td><td>12/08/2022</td></tr><tr><td>Hearing Conservation Training</td><td>16/05/2023</td></tr></table>	Training	Date	Chemical Handling Training	12/08/2022	Hearing Conservation Training	16/05/2023	Complied
Training	Date								
Chemical Handling Training	12/08/2022								
Hearing Conservation Training	16/05/2023								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Fire Drill Training	06/05/2023		
		First Aid Training	20/03/2023		
		PPE Training	01/02/2024		
		HCV Training	01/02/2024		
		FGVPM Besout 6			
		Training	Date		
		PPE usage and safe working procedure	24/01/2024		
		Sexual Harassment Training	29/01/2024		
		First Aid Box and First Aider Training	01/02/2024		
		Working Hour Training	30/01/2024		
		Chemical Register Training	29/01/2024		
		Buffer Zone Training	22/01/2024		
		Rat Baiting Training	22/01/2024		
		PPE Usage for Spraying and Manuring Activity	22/01/2024		
		PPE training on spraying activity	27/12/2023		
		Tractor Driving Maintenance Training	14/12/2023		
		Schedule Waste Training	06/11/2023		
		FGVPM Besout 7			
		Training	Date		

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<table><tr><td>Medical Surveillance Briefing</td><td>20/10/2023</td></tr><tr><td>First Aid Box, First Aider Training</td><td>31/01/2024</td></tr><tr><td>Fire Drill, ERP Training</td><td>02/02/2024</td></tr><tr><td>Buffer Zone management training</td><td>23/01/2024</td></tr><tr><td>Heavy machineries training</td><td>30/08/2023</td></tr><tr><td>Motorcycle handling training</td><td>28/12/2023</td></tr><tr><td>Schedule Waste Training</td><td>09/11/2023</td></tr><tr><td>Herbicide Calibration Training</td><td>08/08/2023</td></tr><tr><td>Chemical handling Training</td><td>18/07/2023</td></tr><tr><td>Safet Harvesting Training</td><td>14/06/2023</td></tr></table>	Medical Surveillance Briefing	20/10/2023	First Aid Box, First Aider Training	31/01/2024	Fire Drill, ERP Training	02/02/2024	Buffer Zone management training	23/01/2024	Heavy machineries training	30/08/2023	Motorcycle handling training	28/12/2023	Schedule Waste Training	09/11/2023	Herbicide Calibration Training	08/08/2023	Chemical handling Training	18/07/2023	Safet Harvesting Training	14/06/2023	
Medical Surveillance Briefing	20/10/2023																						
First Aid Box, First Aider Training	31/01/2024																						
Fire Drill, ERP Training	02/02/2024																						
Buffer Zone management training	23/01/2024																						
Heavy machineries training	30/08/2023																						
Motorcycle handling training	28/12/2023																						
Schedule Waste Training	09/11/2023																						
Herbicide Calibration Training	08/08/2023																						
Chemical handling Training	18/07/2023																						
Safet Harvesting Training	14/06/2023																						
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 all relevant personnel involve in supply chain system including Mill Manager, Asst. Mill Manager, Admin Executive, Auxiliary Police, Operation Supervisor, Laboratory Attendants, FFB Grader and Weighbridge Clerk.</p> <p>The mill conducted the training need analysis for the personnel identified in SCCS. Latest training was conducted as follows:</p> <p>Latest SCCS training conducted by GSD to FGVPIB Besout POM management and SCCS related personnel dated on 11/1/2024. Previous training was on 12/5/2023.</p>	Complied																				
Criterion 3.8: Supply chain requirement for mills																							
(note: All supply chain requirements are considered as Critical (C) . However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)																							
3.8.1	<p>Identity Preserved Module</p> <p>A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the</p>	<p>It was verified that FGVPIB Besout POM processes both RSPO certified and uncertified FFB without physically separating them. Therefore, this indicator is not applicable to them.</p>	Not Applicable																				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>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>		
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 Besout Palm Oil Mill was classified as Mass Balance (MB) because of the mill's processing of Fresh Fruit Bunches (FFB) obtained from both RSPO certified sources (FGVPMSB Besout 06 Estate and FGVPMSB Besout 07 Estate) and uncertified growers, collection centres, plantations, and estates. Consequently, the mill asserts the MB status exclusively for the volume of oil palm products derived from the processing of certified FFB. Concurrently, the audit team has verified the volumes and origins of certified FFB that enter the mill, assessed the implementation of processing controls, and examined the volume of sales for RSPO certified products.</p> <p>FGVPISB Besout Palm Oil Mill receives and process both certified and non-certified FFB. Therefore, FGVPISB Besout Palm Oil Mill have opted to use the Mass Balance Supply Chain System Module. During this assessment the audit team verified the volume and sources of certified and non-certified FFB entering the mill, the implementation of processing control and volume sales of the RSPO product.</p>	Complied
3.8.3	<p>The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that</p>	<p>This public summary report provides recorded estimates for the potential production of Crude Palm Oil (CPO) and Palm Kernel (PK) products by the certified mill, measured in tonnage.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	the certified mill is allowed to deliver in a year. The actual tonnage produced shall then be recorded in each subsequent annual surveillance report.	Table 10 in this summary report presents a summary of CPO and PK production for the assessment period, offering insights into the expected output of these products.	
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>The POM fulfils all registration and reporting obligations according to the applicable supply chain requirements via the RSPO Supply Chain managing organization. This can be facilitated either through the RSPO IT platform or through book and claim methods.</p> <p>FGV consistently implements a procedure, specifically the Standard Operating Procedure (SOP) for RSPO Supply Chain Certification (FGV/GSD-SCCD/SOP/007, Version: 1.0, Dated: 07-Jan-2021), ensuring that all responsibilities, procedures, and documentation are executed appropriately and systematically.</p> <p>The POM has successfully registered in the PalmTrace system with the following details:</p> <ul style="list-style-type: none"> - License ID: CB149743 (Active) - Member Name: FGVPISB Besout Palm Oil Mill - Member ID: RSPO_PO1000001892 - RSPO Membership Number: 1-0225-16-000-00 (FGV Holdings Berhad) - Type of Business: Oil mill 	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <p>a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</p>	<p>The documented procedure for the supply chain is outlined in the Standard Operating Procedure (SOP) titled "RSPO Supply Chain Certification (Kilang Sawit)" document number SOP: FGV/GSD-SCCS/SOP/007, version 01, dated 07/01/2021. This procedure delineates the responsibilities of the person in charge, the supply chain model, transactions, purchases, and sales.</p> <p>Training records for the supply chain have been conducted and verified based on records dated 11/01/2024.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Appointment letters have been issued to all assistant managers, weighbridge attendants, operational staff, FFB graders, and lab attendants, as documented in document number (90.1)840A/4030/BST dated 07/01/2024.</p> <p>Furthermore, the documented procedure for receiving and processing is detailed in the SOP mentioned earlier, specifically in Section 6.6, which pertains to the supply chain.</p>	
3.8.6	<p>Internal Audit</p> <ul style="list-style-type: none"> i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill: <ul style="list-style-type: none"> a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents. b. Effectively implements and maintains the standard requirements within its organisation. 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>The mill established and implemented the following:</p> <ul style="list-style-type: none"> a. 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. b. The latest RSPO SCCS Internal Audit was conducted on 11-12/1/2024. <p>1 Critical non-conformity was raised by the internal auditor on transaction announcement issue. CAP for the NC has been accepted by the internal auditor and the mill is still in the progress of CAP implementation. Due date for the implementation will be on 11/3/2024. The CAP is well documented and available for verification. Finding and whole outcome of internal audit has been already reviewed and discussed in latest management review meeting conducted on 19/1/2024. Notwithstanding, an OFI has been raised on this requirement for the purpose of follow-up during next assessment. Based on the SOP, the mill are given 60 days</p>	OFI

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>after the internal audit date for the implementation of CAP prior to Critical NC closure.</p> <p>The outcome of the internal audit were discussed during the management review dated 19/01/2024.</p>	
3.8.7	<p>Purchasing and Goods In</p> <ul style="list-style-type: none"> i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received. ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage. iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents. 	<p>The accompanying documents for incoming Fresh Fruit Bunches (FFB) from own estates include the estate's weighing bridge tickets. These tickets contain information such as the name of the estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, and the number of bunches. Upon arrival at the mill, the mill issues its weighbridge ticket as confirmation of receipt, with the estate's ticket number recorded in the mill's ticket number.</p> <p>Sample taken for the Certified FFB is as the following:</p> <ol style="list-style-type: none"> 1. Name: FGVPM Besout 6 Estate Date:15/01/2024 Delivery Note No; 0911825 Weighbridge No: A01632829 Nett Weight; 7.26 mt 2. Name: FGVPM Besout 7 Estate Date:15/01/2024 Delivery Note No; 0683644 Weighbridge No: A01632846 Nett Weight; 7.72 mt <p>Sample taken on the Uncertified FFB is as following:</p> <ol style="list-style-type: none"> 1. Name: FELDA Besout 2 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Date:15/01/2024 Delivery Note No; 612398 Weighbridge No: A01632825 Nett Weight; 6.23 mt</p> <p>There have been no projected instances of overproduction. Nevertheless, based on staff interviews, the facility is aware of this requirement.</p> <p>The mechanism for handling non-conforming FFB and/or documents is addressed in the "SOP for Mill RSPO SCC" [RSPO SCC, issue: 3 rev: 5, dated 1/9/2019, section "Notis Amaran/Handling Non-conformance Material & Document"]. According to this SOP, if the FFB supplied is found to be not certified after processing, the resulting Crude Palm Oil (CPO) or Palm Kernel (PK) shall be downgraded to non-certified status.</p>	
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none"> a) The name and address of the buyer; b) The name and address of the seller; c) The loading or shipment / delivery date; d) The date on which the documents were issued; e) RSPO certificate number; 	<p>Minimum information for RSPO certified products is provided in various documents such as weighbridge tickets, gate-passes, certificate of analysis, etc. Samples have been verified for the months of October 2023 and December 2023 for both Crude Palm Oil (CPO) and Palm Kernel (PK) submissions. The verified data includes the following information:</p> <ul style="list-style-type: none"> a. Name and address of the buyer b. Name and address of the seller c. Shipment date d. Date on which the documents were issued e. RSPO certificate number f. Description of the product: RSPO CPO MB or RSPO PK MB g. Quantity of the products delivered 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved HMMreviations); g) The quantity of the products delivered; h) Any related transport documentation; i) A unique identification number. 	<p>h. Any related transport documentation</p> <p>i. Weighbridge Ticket Number</p> <p>Shipping announcements are issued by the FGV marketing department located at the Kuala Lumpur headquarters. The list of announcements made can be accessed in the RSPO PalmTrace system.</p> <p>Sample of the weighbridge records from the sale of Certified PK is as the following:</p> <ul style="list-style-type: none"> 1. Name: FGV Kernel Pandamaran Date:06/12/2023 Delivery Note No; L00002767 Lorry No: VKJ4312 Nett Weight; 43.50 mt Contract No: T0140XX 	
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 b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure 	<p>The Palm Oil Mill at FGVPI Besout outsources the job of transporting Crude Palm Oil (CPO) and Palm Kernel (PK) to two companies, FGV Transport Services Sdn Bhd and FGV Trading Sdn Bhd. We saw a contract between FGV Palm Industries Sdn Bhd and these transport companies dated 01/01/2018. The deal says these companies will only transport the CPO and PK to buyers; they won't handle the products themselves. The mill still owns the products legally, as said in the contract.</p> <p>The contract also says that FGV Transport Services Sdn Bhd has to follow all the laws and rules, including those of the RSPO Supply Chain Certification. It also allows the Certification body to check their operations and information if needed.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary.</p> <p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>FGV Holdings Berhad made a set of rules called the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSDSCCD/SOP/007 dated 07/01/2021) for FGVPI Besout Palm Oil Mill. These rules cover different things like how the products move along the chain, checking them, training, handling complaints, and keeping records. The transport companies, FGV Trading Sdn Bhd and FGV Transport Sdn Bhd, got training on these rules at 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.	The mill only outsources its transportation activity use. Notwithstanding, Names and contact details of transporters that physically handle certified oil palm products were recorded and available for verification in the Stakeholder List – Contractor.	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 Besout POM are aware that they need 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. There is no new contractor used for handling the CPO physically.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>FGVPI Besout Palm Oil Mill maintains various records such as Supply Chain Procedures, SCCS Internal Audits, SCCS Trainings, Mass Balance Records, and Despatch Notes, which were available for verification.</p> <p>According to the RSPO SCCS Procedure for Mill, SOP Number: FGV/GSD-SCCD/SOP/007, Version: 01, Document Date: 07/01/2021, under the section "Record Keeping," documents must be kept for a minimum of 2 years for reference and audit purposes.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<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>The mill receives and processes both certified and non-certified Fresh Fruit Bunches (FFB), so it utilizes the Mass Balance Module.</p> <p>a. The mill has recorded and balanced all receipts of RSPO certified FFB and deliveries of RSPO certified Crude Palm Oil (CPO) and Palm Kernel (PK) on a three-monthly basis. These records were available in the Mass Balance Record for 2023 and 2024.</p> <p>b. The Mass Balance Record for 2023 and 2024 was reviewed. All certified CPO and PK products sold were deducted from the accounting system. Sales of certified products downgraded as conventional products have also been deducted from the accounting system. All sales of certified CPO and PK 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>Conversion factor of CPO and PK production is depending on the actual OER and KER. The conversion factors were reported daily in the Daily Production Report.</p>	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 palm product is kept separated from non-certified oil palm products, including during transport and storage to strive for 100% separation.</p>	<p>FGVPISB Besout POM implemented the Mass Balance Module for its Supply Chain Certification, hence, this requirement is not applicable.</p>	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	<p>The actor in this scenario is a Palm Oil Mill, and its main products are Crude Palm Oil (CPO) and Palm Kernel (PK). These products are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard.</p> <p>By using the downloaded transactions register from the certification unit's PalmTrace, the company could show that it has been registering its transactions accurately in the PalmTrace system.</p> <p>Reviewing the announcement (transaction) summary, it was found that all registrations were done correctly and announced within 3 months of the final shipment date.</p>	Complied
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.</p>	Complied
General corporate communications			
4.1	<p>A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a "non-product related" claim.</p>	<p>Information regarding RSPO membership can be located on the parent company's website.</p> <p>Off-product claim made by the mill, and this was verified through document (Shipping Document) and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc.).</p>	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <p>A. display its RSPO membership status</p> <p>B. display the RSPO web address (www.rspo.org)</p> <p>C. state that the member supports the work of RSPO</p> <p>D. state the member's history with regard to RSPO</p>	<p>On the parent company's website, it is explicitly mentioned that they are a member of RSPO and are dedicated to adopting RSPO standards.</p> <p>FGV Holdings Berhad; RSPO Membership # 1-0225-16-000-00 hold the RSPO Trademark License with same # with validity period from 8/5/2023 – 7/5/2024.</p>	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership		
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	Based on site visit and documentation review, verified that RSPO corporate logo is not use by the Besout POM.	Complied
4.4	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 palm oil products.	FGVPI Besout POM does not make any statement that may lead to believe that RSPO memberships by itself implies the selling of RSPO certified oil palm product.	Complied
4.5	<p>Additionally, RSPO certified members are allowed to make statements that highlight their RSPO certification status and product-related claims in their corporate communication tools. Some permitted examples include:</p> <ul style="list-style-type: none"> • "We have been sourcing RSPO certified palm oil since (YEAR)." • "We have used (X) tonnes of RSPO certified palm oil for our products manufactured in the last year." • "We have been RSPO certified since (YEAR)." • "We have (X NUMBER OF PRODUCTS) produced using RSPO certified MB/SG palm oil." • "In (YEAR), our company sourced (X%) of palm oil derivative volumes that was used across our products manufactured as MB certified." • "Our company covered (X%) of palm oil derivative volumes used across all our products manufactured in (YEAR) with smallholder credits." • "We are RSPO certified. Ask us for our RSPO certified products." 	On the parent company's website, it is explicitly mentioned that they are a member of RSPO and are dedicated to adopting RSPO standards.	Complied
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p>	<p>Besout POM is a certified member under parent company FGV Holdings Berhad.</p> <p>Hence, this requirement is not applicable.</p>	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>B. Claim statements are limited to the following examples:</p> <p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>		
Product-specific communications			
5.1 General			
5.1.1	Product-specific communications refer to any public statement about an individual product that contains RSPO certified sustainable palm oil. These product-specific communications can be made on pack and/or off pack such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews.	Product specific communications made off pack via shipping documents.	Complied
5.1.2	Product-specific communications are voluntary.	The product-specific communications are being made by the management on voluntary basis.	Complied
5.1.3	Wherever the RSPO Label is displayed for product-specific communications, the applicable trademark licence number must be shown immediately under or next to the RSPO Label or the statement itself.	No RSPO Label being displayed.	Complied
5.1.4	Use of any other trademark or label to highlight the presence of RSPO certified sustainable palm oil products is an unauthorised product-specific communication.	No other trademark or label being used to highlight the presence of RSPO certified sustainable palm oil products.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

5.1.5	<p>If any organisation, which does not further modify end products or does not need to undergo Supply Chain Certification such as retailers, traders or distributors, enters into any agreement whereby the RSPO certified supplier labels products with the retailers/traders/distributors RSPO Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 	Not applicable for RSPO P&C audits.	Not Applicable
5.1.6	<p>Organisations that do not further modify end products or that do not need to undergo Supply Chain Certification such as retailers, traders, or distributors who intend to use the RSPO Label with their own RSPO Trademark licence number in any of their product-specific communications, can do so by undergoing a remote audit. A remote audit shall be conducted by an RSPO-accredited certification body (CB) prior to the use of the RSPO Label whereby the organisation will need to demonstrate that the use is in compliance with the rules contained within this document and that the claim itself can be supported through a certified supply chain.</p>	Not applicable for RSPO P&C audits.	Not Applicable
5.2 Off pack claims			
5.2.1	<p>Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label</p>	<p>Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB. Sample of the transaction verified is as per in the indicator 3.8.8. The records verified that the off claim is available through the</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	should be used together with the valid trademark licence number wherever an off pack claim is made.	shipping document with the details such as the Buyer name, seller name, shipment loading date, RSPO certificate number, and quantity. No RSPO Label used on off pack claim.	
5.2.2	When confirming the sale of certified palm oil 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.	Product specific communications made off pack such as shipping documents. Sample of the transaction verified is as per in the indicator 3.8.8. The records verified that the off claim is available through the shipping document with the details such as the Buyer name, seller name, shipment loading date, RSPO certificate number, and quantity. No RSPO Label used on off pack claim.	Complied
5.2.3	Where a distributor or wholesaler takes title to products containing certified sustainable palm oil products, the requirements of the RSPO SCCS can follow either one of these two options: <ul style="list-style-type: none"> • If the distributor or wholesaler holds only a distributor licence, it may only communicate RSPO certified palm oil 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 products have been made on behalf of the distributor or wholesaler, with specific evidence either through on pack claims or documentation. • If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2. 	This is not applicable since the mill is neither a distributor nor wholesaler.	Not Applicable
5.3 On pack claims			
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have	Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable

	purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.	
5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none"> • RSPO IP/SG CERTIFIED* • Contains RSPO IP/SG palm oil* • Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p> <p>Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.</p>	Not Applicable
	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none"> • RSPO MIXED* • Contributes to the production of RSPO certified palm oil* • Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p> <p>Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.</p>	Not Applicable
	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none"> • RSPO 50% MIXED* • Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p> <p>Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.</p>	Not Applicable
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* 	<p>Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB.</p>	Not Applicable

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	<ul style="list-style-type: none"> Supports the production of RSPO certified palm oil* Contains palm oil covered by the purchase of RSPO Credits* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.	
5.3.3	On pack claims shall not include information about the claimant's RSPO membership status.	Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.	Not Applicable
5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	Product specific communications made off pack via shipping documents. Notwithstanding, no off pack claims since delivery documents specified only RSPO module i.e. CPO MB and PK MB. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.	Not Applicable
5.3.5	Use of the RSPO Label is restricted to claims about RSPO certified sustainable palm oil contained in products and is not authorised for use in relation to any other ingredient.	No RSPO Label being displayed. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.	Not Applicable
5.3.6	All members making on pack claims are encouraged to submit the information and images of their end products that carry the RSPO Label via the MyRSPO portal.	No RSPO Label being displayed. Hence, this requirement is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK.	Not Applicable
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	The mill produced 100% palm oil product, raw material as FFB and output as CPO and PK. The product when claimed as RSPO material is under 100%. CPO and PK content is 100% Oil Palm and claimed as either RSPO MB-certified or conventional.	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	If 100% of RSPO MB certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	The mill is using MB module with all incoming and outgoing claim were made under MB supply chain model. 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
Messaging			
	<p>Messaging ALLOWED in storytelling in product-specific communications includes:</p> <ul style="list-style-type: none"> • [Palm oil products]/[palm oil]/[palm kernel oil] from RSPO certified mills and plantations were mixed with non-certified palm oil products in the supply chain. • The volume of [palm oil 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. 	No storytelling in product-specific communications is practice by the mill hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
Product-Specific Communications Labelling			
	<p>Members are allowed to use the RSPO Label in one of the following ways:</p> <ul style="list-style-type: none"> • The RSPO Label MUST contain the tag "MIXED". The tag "MIXED" designates palm oil products sourced under the Mass Balance (MB) supply chain system, which administratively balances inputs and outputs of certain palm oil volumes. The tag "MIXED" on a product does not guarantee that the product itself contains the certified material; some or all of it may reside in a product that does not carry a claim. • The RSPO Label can also include the statement: "[The palm oil contained in this product] contributes to the production of certified sustainable palm oil". 	No Product-Specific Communications Labelling is practice by the mill hence, this is not applicable as no packings required for the mill products as deliveries made in bulk via tanker for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	Not Applicable
Principle 4: Respect community and human rights and deliver benefits			

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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 Holdings Berhad has established the Group Sustainability Policy (Policy No.: FGV/SED/POL/001, dated 17/11/2020), wherein the company commits to upholding international human rights principles as outlined in the Universal Declaration of Human Rights (UDHR) and other relevant treaties. Additionally, FGV Group also follows the United Nations Guiding Principles on Business and Human Rights (UNGPs) to guide its commitment to respecting human rights.</p> <p>Communication of policy was sighted in regular roll call briefing report, display on notice boards at workers’ house quarters, training, internal and external stakeholder meeting as well as induction program for newly join foreign workers.</p> <p>For stakeholders, latest program was on 14/03/2023 located at Dewan Semai Bakti FELDA Besout 01. During the meeting, stakeholders were briefed regarding on FGV group’s commitment towards sustainability concepts, transparency to publicly available documents, and commitments related to the management of workers, environmental practices, and social responsibilities.</p> <p>While communication with employees and workers as per table below:</p> <table><tr><td>Certification Unit</td><td>Date of policy briefing</td></tr><tr><td>FGVPM Besout 06</td><td>24/01/2024</td></tr><tr><td>FGVPM Besout 07</td><td>30/11/2023</td></tr><tr><td>FGVPISB Besout POM</td><td>29/01/2024</td></tr></table>	Certification Unit	Date of policy briefing	FGVPM Besout 06	24/01/2024	FGVPM Besout 07	30/11/2023	FGVPISB Besout POM	29/01/2024
Certification Unit	Date of policy briefing									
FGVPM Besout 06	24/01/2024									
FGVPM Besout 07	30/11/2023									
FGVPISB Besout POM	29/01/2024									
Complied										

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.1.2	<p>The unit of certification does not instigate violence or use any form of harassment in their operations.</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad has implemented a policy prohibiting any form of harassment in its operations. Interviews conducted with a sample of workers at each estate and mill revealed no evidence of violence or harassment in their operational activities. All personnel are treated equitably and safeguarded from any discrimination that could infringe upon their human rights.</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 whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established SOP for "Menangani Aduan dan Rungutan" with Doc. No.: FGV/GSD/-SCCD/SOP/010 dated 01/06/2022. The procedure is in place to create a framework for both internal and external stakeholders to submit complaints and grievances to the management. As outlined in clause 7.0 of the Standard Operating Procedure (SOP), information obtained from complainants will be kept confidential, ensuring anonymity throughout the entire process.</p> <p>In summary, complaints and grievances that are brought forward to the operating unit needed to be responded within 14 days and those that are brought forward or escalated to regional office are to be responded within 14 days, while those that are brought forward or escalated to the Human Resource Department of FGV Holdings Berhad will be responded within 60 days.</p>	Complied
4.2.2	<p>Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties.</p> <p>- Minor compliance -</p>	<p>FGV has formulated SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/GSD/-SCCD/SOP/010 dated 01/06/2022.. This procedure is designed to offer a system for both internal and external stakeholders to file complaints and grievances with the management.</p> <p>In addition, grievance reporting channels were published in the company's website, https://www.fgvholdings.com/whistleblowing/. The whistleblowing e-form was available in</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>https://www.fgvholdings.com/sustainability/grievance/# for the stakeholders to report a grievance.</p> <p>The memo of the implementation of complaint procedure can be sighted on the entrance of the mill office, estate office, sundry shops and food shops.</p> <p>While communication of the procedures was verified during daily morning rollcall in addition to internal and external stakeholder session. Details of complaint channel briefing provided to workers as table below:</p> <table><tr><th>Certification Unit</th><th>Date of briefing</th></tr><tr><td>FGVPM Besout 06</td><td>24/01/2024</td></tr><tr><td>FGVPM Besout 07</td><td>30/11/2023</td></tr><tr><td>FGVPISB Besout POM</td><td>29/01/2024</td></tr></table> <p>Interview with samples of workers for each estate and mill indicated that all of them able to demonstrate their understanding on the grievance procedure, person in charge and timeframe of action need to be taken upon receiving the grievance.</p>	Certification Unit	Date of briefing	FGVPM Besout 06	24/01/2024	FGVPM Besout 07	30/11/2023	FGVPISB Besout POM	29/01/2024	
Certification Unit	Date of briefing										
FGVPM Besout 06	24/01/2024										
FGVPM Besout 07	30/11/2023										
FGVPISB Besout POM	29/01/2024										
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>Records of complaint have been collected in Complaint Forms and maintained in logbook title "Buku Aduan" and both evidence has been maintained since 2019 for each operating unit. The verification process revealed that most of the complaints revolve around issues related to work equipment and damage to workers' housing. There is evidence that all complaints have been responded immediately after the complaint received. The acknowledgment by complainants regarding the actions taken can be verified as well from the</p>	Complied								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>evidence. It has been validated through interview with the workers themselves.</p> <p>Sample of complaint reviewed at FGVPI SB Besout POM as below:</p> <table><tr><th>Item</th><th>Date</th><th>Remarks</th></tr><tr><td>Complaint received</td><td>22/01/2024</td><td>Leaking pipeline at F17, mill residence area</td></tr><tr><td>Action taken</td><td>23/01/2024</td><td>Completion of repair</td></tr><tr><td>Acknowledgement by complainant</td><td>23/01/2024</td><td>Complainant satisfied with the action</td></tr></table>	Item	Date	Remarks	Complaint received	22/01/2024	Leaking pipeline at F17, mill residence area	Action taken	23/01/2024	Completion of repair	Acknowledgement by complainant	23/01/2024	Complainant satisfied with the action	
Item	Date	Remarks													
Complaint received	22/01/2024	Leaking pipeline at F17, mill residence area													
Action taken	23/01/2024	Completion of repair													
Acknowledgement by complainant	23/01/2024	Complainant satisfied with the action													
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>SOP for Complaint & Grievance (Doc. No.: FGV/GSD/-SCCD/SOP/010 dated 01/06/2022., under clause 7.1.4 (4th stages) 7.1.4.1 has clearly indicates that if there is no agreement after complaint lodges to the headquarters, the complaint can be moved to Jabatan Perhubungan Perusahaan, Kementerian Sumber Manusia (Industrial Relations Department, Ministry of Human Resources) or Panel Aduan Persijilan Kelestarian - RSPO or MSPO (RSPO or MSPO Sustainability Certification Complaints Panel) as other alternative. There is also establishment of workers' union representing them in addressing any grievances. This is specified in the procedure under clause 6.1.2.2, allowing complainants the choice of representatives, including the Workers Union, to advocate on their behalf.</p>	Complied												
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.															
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>It was verified that estates and mill has demonstrated contributions to community development through consultations with internal stakeholder and local communities.</p> <p>(1) FGVPM Besout 6: Contribution of financial aid to SK Seri Besout 01, dated 15/08/2023.</p>	Complied												

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>(2) FGVPM Besout 07: Contribution of financial aid to Gerakan Persatuan Wanita FELDA Besout 01, dated 23/11/2023</p> <p>(3) FGVPIB Besout POM: Education aid for staff's children for high education level – RM1,000 – 13/07/2023</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.			
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>All operating units under FGV Besout Certification Unit has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA).</p> <p>FGVPM Besout 06</p> <p>34 land title has been listed and reviewed with total land area of 2384.90 hectare. Details of sample land title as per below:</p> <ol style="list-style-type: none"> 1. H.S (D) 5353 2. H.S (D) 5364 3. H.S (D) 5355 4. H.S (D) 20579 6. H.S (D) 20581 7. H.S (D) 20582 <p>FGVPM Besout 7</p> <p>Sighted and verified estate has 42 land titles with a total area of 2,945.55 Ha.</p> <p>FGVPIB Besout POM</p> <p>Land title for mill has been verified and sighted in the document title No H.S. (D) 10962 leased for 99 years until 23/09/2103</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	No issues related to loss of legal customary rights with indigenous peoples, local communities and other stakeholders reported during the time of audit through interviewed with the local communities. Boundary stone and trenches were available to demarcate the boundary of land.	Complied
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	There have been no instances of new planting or issues related to customary land in estates within the FGVPISB Besout POM supply base that necessitate the Free, Prior, and Informed Consent (FPIC) process since the last audit. (1) There was no new development at FGV Besout Complex in the past recent years via verification by Global Risk Assessment Services System (GRASS), a system that monitors new development and changes on changes of landscape via satellite images (2) The land statement of the estate was confirmed to show no additional alterations to the planted area. Confirmation by	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>comparison of total hectarage by land titles with MPOB License statement.</p> <p>(3) No new planting activities established by FGV Besout Complex through interview session with sample workers, staff and relevant stakeholders.</p> <p>Thus, this indicator is not applicable.</p>	
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>There have been no instances of new planting or issues related to customary land in estates within the FGVPSB Besout POM supply base that necessitate the Free, Prior, and Informed Consent (FPIC) process since the last audit.</p> <p>(1) There was no new development at FGV Besout Complex in the past recent years via verification by Global Risk Assessment Services System (GRASS), a system that monitors new development and changes on changes of landscape via satellite images</p> <p>(2) The land statement of the estate was confirmed to show no additional alterations to the planted area. Confirmation by comparison of total hectarage by land titles with MPOB License statement.</p> <p>(3) No new planting activities established by FGV Besout Complex through interview session with sample workers, staff and relevant stakeholders.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement</p>	<p>No new plantings are established on local peoples' land. This was verified through stakeholders' consultation.</p> <p>Thus, this indicator is not applicable.</p>	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	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 -		
4.5.4	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 -	No new plantings are established on local peoples' land. This was verified through stakeholders' consultation. Thus, this indicator is not applicable.	Not Applicable
4.5.5	Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands. - Minor compliance -	No new plantings are established on local peoples' land. This was verified through stakeholders' consultation. Thus, this indicator is not applicable.	Not Applicable
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 -	No new plantings are established on local peoples' land. This was verified through stakeholders' consultation. Thus, this indicator is not applicable.	Not Applicable
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	No new plantings are established on local peoples' land. This was verified through stakeholders' consultation. Thus, this indicator is not applicable.	Not Applicable
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	No new plantings are established on local peoples' land. This was verified through stakeholders' consultation. Thus, this indicator is not applicable.	Not Applicable

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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	<p>(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has formulated procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The procedure aims to address and oversee issues raised by local communities regarding customary or user rights. It outlines the process for compensating eligible individuals and monitoring boundary stones. Compensation is determined based on the basic cost per acre and the current market land price. Consultation with local communities, which are mainly scheme smallholders is done on annual basis. Verified the latest Stakeholder Consultation Meeting Minutes done on 14/03/2023 and according to the meeting minutes, there were no mentions of land issues or negotiations. Further verification during the Stakeholder Consultation also confirmed the absence of concerns regarding land-related issues or negotiations.</p>	Complied
4.6.2	<p>(C) A mutually agreed procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has formulated procedure on “Pengenalpastian dan penyelesaian pertikaian tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The procedure aims to address and oversee issues raised by local communities regarding customary or user rights. It outlines the process for compensating eligible individuals and monitoring boundary stones. Compensation is determined based on the basic cost per acre and the current market land price.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	<p>There were no reported issues regarding the loss of legal customary rights with indigenous peoples, local communities, settlers, and other stakeholders during the audit period, as confirmed through interviews with local communities. Trenches and fencing were in place to delineate the boundaries of land between neighboring stakeholders.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	<p>There were no reported issues regarding the loss of legal customary rights with indigenous peoples, local communities, settlers, and other stakeholders during the audit period, as confirmed through interviews with local communities. Trenches and fencing were in place to delineate the boundaries of land between neighboring stakeholders.</p>	Complied
Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.			
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 Holdings Berhad has established the procedure "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The procedure aims to address and oversee issues raised by local communities regarding customary or user rights. It outlines the process for compensating eligible individuals and monitoring boundary stones. Compensation is determined based on the basic cost per acre and the current market land price. FGV Besout Complex has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA). There were no customary right lands within the FGV Besout Complex as this was conformed during the stakeholder consultation with the neighbouring communities. It was also confirmed that there was no land acquisition which relinquished the customary or user rights of the surrounding communities.</p>	Complied
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has established the procedure "Pengenalpastian Dan Penyelesaian Pertikaian Tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The procedure aims to address and oversee issues raised by local communities regarding customary or user rights. It outlines the process for compensating eligible individuals and monitoring boundary stones. Compensation is determined based on the basic cost per acre and the current market land price.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There were no customary right lands within the FGV Besout Complex as this was conformed during the stakeholder consultation with the neighbouring communities. It was also confirmed that there was no land acquisition which relinquished the customary or user rights of the surrounding communities.	Complied
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.			
4.8.1	Where there are or have been disputes, proof of legal acquisition of title and evidence that mutually agreed compensation has been made to all people who held legal, customary, or user rights at the time of acquisition is available and provided to parties to a dispute, and that any compensation was accepted following a documented process of FPIC. - Minor compliance -	There are no customary right lands at all operating units under FGVPIB Besout Certification Units. According to agreement with Perak State Government dated 29/07/1978, FELDA was permitted to develop the area known as Gunong Besout Scheme, as per land title indications. Lembaga Kemajuan Tanah Persekutuan (FELDA) was responsible for Gunong Besout Scheme's management and the FGV Besout Certification Unit was clearly out of area in the FELDA's management. FELDA then leased FGVPB Besout 06 and FGVPB Besout 07 to FELDA Plantation Sdn Bhd before rebranding to FGV Holdings Berhad. It has been confirmed through interview with local communities and neighbouring estates during stakeholder consultation.	Complied
4.8.2	(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. - Critical (Major) compliance -	There are no customary right lands at all operating units under FGVPIB Besout Certification Units. According to agreement with Perak State Government dated 29/07/1978, FELDA was permitted to develop the area known as Gunong Besout Scheme, as per land title indications. Lembaga Kemajuan Tanah Persekutuan (FELDA) was responsible for Gunong Besout Scheme's management and the FGV Besout Certification Unit was clearly out of area in the FELDA's management.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>FELDA then leased FGVPM Besout 06 and FGVPM Besout 07 to FELDA Plantation Sdn Bhd before rebranding to FGV Holdings Berhad.</p> <p>It has been confirmed through interview with local communities and neighbouring estates during stakeholder consultation.</p>	
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 lands at all operating units under FGVPIB Besout Certification Units.</p> <p>According to agreement with Perak State Government dated 29/07/1978, FELDA was permitted to develop the area known as Gunong Besout Scheme, as per land title indications. Lembaga Kemajuan Tanah Persekutuan (FELDA) was responsible for Gunong Besout Scheme's management and the FGV Besout Certification Unit was clearly out of area in the FELDA's management.</p> <p>FELDA then leased FGVPM Besout 06 and FGVPM Besout 07 to FELDA Plantation Sdn Bhd before rebranding to FGV Holdings Berhad.</p> <p>It has been confirmed through interview with local communities and neighbouring estates during stakeholder consultation</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 lands at all operating units under FGVPIB Besout Certification Units.</p> <p>According to agreement with Perak State Government dated 29/07/1978, FELDA was permitted to develop the area known as Gunong Besout Scheme, as per land title indications. Lembaga Kemajuan Tanah Persekutuan (FELDA) was responsible for Gunong Besout Scheme's management and the FGV Besout Certification Unit was clearly out of area in the FELDA's management.</p> <p>FELDA then leased FGVPM Besout 06 and FGVPM Besout 07 to FELDA Plantation Sdn Bhd before rebranding to FGV Holdings Berhad.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		It has been confirmed through interview with local communities and neighbouring estates during stakeholder consultation	
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>The Palm Oil Mill has access to both current and past prices of Fresh Fruit Bunches (FFB), which are calculated using the daily prices declared by the Malaysian Palm Oil Board (MPOB).</p> <p>The FFB Purchasing Department ensures that the mill is updated with the daily FFB prices on a daily basis.</p> <p>Moreover, the daily FFB prices are prominently displayed at the weighbridge station in the mill, and these prices are updated daily.</p> <p>During the verification process, weekly FFB prices and FFB price reports for the months of October to December 2023 were observed.</p>	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	<p>FGVPISB Besout Palm Oil Mill has effectively communicated the pricing of Fresh Fruit Bunches (FFB) to all smallholders. This evidence is supported by communication records between the management and smallholders.</p> <p>Furthermore, during interviews with two external stakeholders, neighboring smallholders, it was confirmed that they understand how FFB pricing is calculated. This demonstrates that the communication efforts of the mill regarding FFB pricing have been successful and well-received by the smallholders.</p>	Complied
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	The details of Fresh Fruit Bunches (FFB) pricing are outlined in the contract agreement between FGVPISB Besout Palm Oil Mill (POM) and the FFB suppliers. Samples have been taken from three smallholders to verify this.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		According to the contract, FFB pricing will be calculated based on the daily pricing of Crude Palm Oil (CPO) and Palm Kernel (PK) declared by the Malaysian Palm Oil Board (MPOB). Additionally, other costs such as CESS MPOB, transport costs, storage costs, and processing costs are factored into the pricing calculation. This ensures transparency and clarity in the pricing mechanism between the mill and its FFB suppliers.	
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>Before engaging in contracts, suppliers are briefed and provided with the FGV Supplier Code of Conduct (SCOC), dated April 2019. This code outlines the relevant terms regarding Labor Standards and legality that suppliers are required to comply with. The SCOC is also accessible through a link on the FGV company's website.</p> <p>For Fresh Fruit Bunches (FFB) suppliers, the mill ensures legal due diligence by keeping valid copies of Malaysian Palm Oil Board (MPOB) licenses. These licenses serve as evidence of compliance with legal requirements. Additionally, each FFB supplier is issued with an agreement to purchase FFB, which is signed by both parties, further solidifying the contractual relationship.</p>	Complied
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>The contract agreement with the FFB supplier specifies an agreed timeframe, ensuring clarity and mutual understanding of the terms. Through verification of sampled contract agreements, evidence has been found to support that these contracts are legal, fair, and transparent. This demonstrates the commitment to ethical business practices and fosters a positive and trustworthy relationship between the Palm Oil Mill and its suppliers.</p> <p>For external FFB suppliers, the contractual agreements are established with FGV Trading. Among the contract examples identified during the audit are contracts between FGV Trading Sdn Bhd and both Perak Agro Management Sdn Bhd and PKEINKPK Sdn Bhd. These contracts remain valid until 31-Dec-2024. The</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>agreement demonstrated fair, legal, and transparent terms, with an agreed timeframe.</p> <p>The availability of these documented contracts indicates that FGVPIB Belitong Palm Oil Mill & Supply Bases maintain fair and transparent relationships with their contractors and suppliers, ensuring clarity and adherence to agreed-upon terms and conditions.</p>	
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>Invoices and payment records for third-party Fresh Fruit Bunches (FFB) suppliers were inspected and verified. The evidence indicates that payments have consistently been made before the 15th of every month.</p> <p>Samples from two FFB suppliers were examined (Perak Agro Management Sdn Bhd and PKEINKPK Sdn Bhd), and it was found that payments were made in accordance with the agreed payment terms. This demonstrates the Palm Oil Mill's adherence to timely payments and commitment to fulfilling financial obligations to its suppliers.</p>	Complied
5.1.7	<p>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis (this can be government).</p> <p>- Minor compliance -</p>	<p>Weightbridge was calibrated by De Metrology Sdn Bhd as</p> <p>(1) Certificate No. A023023 dated 14/04/2023 for capacity 70,000 kg (+/-) 10kg. – DE18 005695</p> <p>(2) Certificate No. A023007 dated 22/02/2023 for capacity 70,000 kg (+/-) 10kg. – DE18 005664</p> <p>During the visit, the certificate is still valid.</p>	Complied
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p>	<p>There are no Independent Smallholders within the certification unit of Besout Complex.</p>	Complied

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

	- Minor compliance -		
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	The same grievance mechanism as described in Indicator 4.2.2 is used. There was no grievance received from smallholders since the last audit as verified during the assessment.	Complied
Criterion 5.2: The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains.			
5.2.1	<p>The Company consults with interested smallholders (irrespective of type) within the Unit of Certification, including women or other partners in their supply base, to assess their needs for support to improve their livelihoods and their interest in RSPO certification.</p> <p>- Minor compliance -</p>	<p>A Smallholder Support Program has been set up under the Sustainability and Certification Department, overseen by Mr. Noor Hadi. This program, which includes FGVPISB Besout Palm Oil Mill under Region 02, is scheduled for consultation in 2023.</p> <p>Additionally, FGV Trading organized the Independent Smallholder Inclusion program on 28/12/2023 in Penang. This event brought together representatives from all FELDA supplying Fresh Fruit Bunches (FFB) to each mill and was conducted by zone. Records and photos of the activities were verified to confirm the event's occurrence.</p>	Complied
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>A Smallholder Support Program has been set up under the Sustainability and Certification Department, overseen by Mr. Noor Hadi. This program, which includes FGVPISB Besout Palm Oil Mill under Region 02, is scheduled for consultation in 2023.</p> <p>Additionally, FGV Trading organized the Independent Smallholder Inclusion program on 28/12/2023 in Penang. This event brought together representatives from all FELDA supplying Fresh Fruit Bunches (FFB) to each mill and was conducted by zone. Records and photos of the activities were verified to confirm the event's occurrence.</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>	A Smallholder Support Program has been set up under the Sustainability and Certification Department, overseen by Mr. Noor	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>Hadi. This program, which includes FGVPISB Besout Palm Oil Mill under Region 02, is scheduled for consultation in 2023.</p> <p>Additionally, FGV Trading organized the Independent Smallholder Inclusion program on 28/12/2023 in Penang. This event brought together representatives from all FELDA supplying Fresh Fruit Bunches (FFB) to each mill and was conducted by zone. Records and photos of the activities were verified to confirm the event's occurrence</p> <p>All smallholders among Felda settlers already obtained their individual land ownership documents with MPOB license registered under the Scheme Smallholder Manager. Copies of MPOB licenses kept by the mill to ensure the legality of FFB production by Felda settlers.</p> <p>Furthermore, the FELDA and other estates has undergone MSPO Certification which is part of legal requirements in Malaysia.</p> <p>Without MPOB License, the mill will not buy the FFB. This is the action taken to promote the supplier to obtain the license, and ensuring that the legality of the FFB is maintained.</p>	
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	There is no scheme smallholder in the certification unit, thus this indicator is not applicable	Not Applicable
5.2.5	<p>The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme.</p> <p>- Minor compliance -</p>	<p>A Smallholder Support Program has been set up under the Sustainability and Certification Department, overseen by Mr. Noor Hadi. This program, which includes FGVPISB Besout Palm Oil Mill under Region 02, is scheduled for consultation in 2023.</p> <p>Additionally, FGV Trading organized the Independent Smallholder Inclusion program on 28/12/2023 in Penang. This event brought together representatives from all FELDA supplying Fresh Fruit Bunches (FFB) to each mill and was conducted by zone. Records</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>and photos of the activities were verified to confirm the event's occurrence</p> <p>At the moment, there is the reports on the training conducted for the smallholder support program, since the RSPO certification programs structure for the settlers are still in discussion between Felda and FGV with involvement of RSPO secretariat, the progress to be publicly report upon finalization of the decision.</p>									
Principle 6: Respect workers’ rights and conditions											
Criterion 6.1: Any form of discrimination is prohibited.											
6.1.1	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 stating that there is 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. The policy was available for verification and has been publicly displayed at the office’s notice board and workers quarters. Verified with the workers that they have been briefed about the commitment and briefing regards to non-discrimination and equal opportunity as table below:</p> <table><tr><td>Certification Unit</td><td>Date of briefing</td></tr><tr><td>FGVPM Besout 06</td><td>24/01/2024</td></tr><tr><td>FGVPM Besout 07</td><td>30/11/2023</td></tr><tr><td>FGVPIB Besout POM</td><td>29/01/2024</td></tr></table>	Certification Unit	Date of briefing	FGVPM Besout 06	24/01/2024	FGVPM Besout 07	30/11/2023	FGVPIB Besout POM	29/01/2024	Complied
Certification Unit	Date of briefing										
FGVPM Besout 06	24/01/2024										
FGVPM Besout 07	30/11/2023										
FGVPIB Besout POM	29/01/2024										

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

6.1.2	<p>(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.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has committed that no discrimination against any group of workers and prohibition of recruitment fee on foreign workers. The management also implemented a system to oversee commitment to the "zero recruitment fees" policy for all recruiting agents. This monitoring occurs during potential worker interviews in the origin countries, at one-stop centers, and at the designated estates where workers are allocated. The evidence of implementation is evident in the agreements signed by new workers, due diligence reports, investigation reports, and suspension letters issued to recruiting agents.</p> <p>FGVPISB Besout POM</p> <p>Latest recruitment of local worker identified in Aug 2023. It was noted that prior to employment, the candidate being interviewed by mill management and can be verified through document "Competency based interview form (non-executive) dated 25/07/2023. Candidate then undergone medical checkup before provided with offer letter dated 27/07/2023, Doc. No. FGVPI/GHC/Staffing/Hiring-P/2023 (484). Interview with the local worker confirmed the flow of employment and verified the evidence of acceptance by the worker, dated 28/07/2023.</p> <p>FGVPM Besout 06 Estate</p> <p>Latest recruitment of Indonesian workers was on 16/08/2023 via recruitment agent, PT Cipta Rezeki Utama. 2 workers have been sampled out and interviewed. Both workers were able to demonstrate their understanding regards to their employment agreement which has been well briefed at their origin country. They also claimed that they went through interview session at their hometown and voluntarily signed the agreement once they</p>	Complied
-------	---	---	----------

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>understand the agreement. In addition, they claimed no recruitment fees has been charged to them upon employment in FGVPM estate.</p> <p>FGVPM Besout 07 Estate</p> <p>3 newly recruited Bangladeshi workers in June 2023 under recruiting agent, Rabbi International were sampled for interview and documents review. Sighted agreement that has been signed by the workers where the workers agreed that there are no recruitment fees has been charged. Further verification has been done through interview and found out that there is no recruitment cost (medical checkup fees, transport cost) been paid by the workers themselves.</p> <p>Further verification through pay slips (Jan, June & Aug 2023) shows that there is no discrimination in terms of salary payment especially for similar work scope.</p>	
6.1.3	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>Employment procedure has been established and specific information is outlined in Collective Agreement (COG. No,: 298/2022/). The agreement valid from 01/01/2022 to 31/12/2024 mentioned about the promotion criteria, emphasizing factors such as capability, qualification, and the performance of candidates during interview.</p> <p>There is evidence that operating units can demonstrate that recruitment, selection, and hiring based on the requirement, medical fitness and people suit with the jobs offer from the evidence of interview and medical checkup that has been done. Detail of sample verification as per below:</p> <p>FGVPISB Besout POM</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Latest recruitment of local worker identified in Aug 2023. It was noted that prior to employment, the candidate being interviewed by mill management and can be verified through document "Competency based interview form (non-executive) dated 25/07/2023. Candidate then undergone medical checkup before provided with offer letter dated 27/07/2023, Doc. No. FGVPI/GHC/Staffing/Hiring-P/2023 (484). Interview with the local worker confirmed the flow of employment and verified the evidence of acceptance by the worker, dated 28/07/2023.							
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	There are no female worker works in mill and FGVPM Besout 07 Estate. However, there are 3 female workers at FGVPM Besout 06 hired as general workers. Noted that female workers mainly work in the office area and not involving handling chemical substance. Interview was conducted with 2 of the female workers and they confirmed that there is no pregnancy test been conducted as discriminatory measure during job selection.	Complied						
6.1.5	(C) A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - Critical (Major) compliance -	<div>Each operating unit has established gender committee known as Kelab Keluarga Dayabudi (KKD). During the meeting, socialization of the policy and procedure has been done, and explanation function of gender committee and appointment of PIC for gender committee. As per interview, gender committees are part of the mechanism to receive any complaint and a committee to educate female workers on sexual harassment, women health and other related issues. Details of gender committee meeting as per table below:</div> <table><tr><td>Certification Unit</td><td>Date of meeting</td><td>No. of attendees</td></tr><tr><td>FGVPM Besout 06</td><td>20/01/2024</td><td>8</td></tr></table>	Certification Unit	Date of meeting	No. of attendees	FGVPM Besout 06	20/01/2024	8	Complied
Certification Unit	Date of meeting	No. of attendees							
FGVPM Besout 06	20/01/2024	8							

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<table><tr><td>FGVPM Besout 07</td><td>07/03/2023</td><td>6</td></tr><tr><td>FGVPISB Besout POM</td><td>29/12/2024</td><td>10</td></tr></table>	FGVPM Besout 07	07/03/2023	6	FGVPISB Besout POM	29/12/2024	10	
FGVPM Besout 07	07/03/2023	6							
FGVPISB Besout POM	29/12/2024	10							
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Verified that all female workers employed in FGV are local Malaysian. Female workers employed are generally office staffs and cleaners. Reviewed payslips in each operating units which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order 2022 without any discrimination. This has confirmed through interview with the workers comprises of female and male.	Complied						
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).									
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	Sighted Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2022 until 31/12/2024 document number COG. No: 298/2022 was available for verification. The collective Agreement had detailed the wages based on gred, yearly increment, resignation, termination, annual leave allocation, medical benefits and subsidies for monthly paid local workers. While, for foreign workers, pay and conditions has been detailed in the employment contract which has been signed by both parties. There is also documents detailing pay rate based on task and position called 'Kadar Upah Kerja' KUK/Bil 8. All operating units commit to comply with Employment Act 1955 and Minimum Wages Order 2022, where it has outlined the pay and conditions of each worker.	Complied						

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		For FGVPM Besout 06 and FGVPM Besout 07, briefing on updated Collective Agreement has been made for both estates on 09/01/2024 and 10/01/2024 respectively.	
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>A total of 38 workers has been taken as samples based on specific category of gender, types of works, origin of countries and length of services during the audit for FGVPM Besout Complex.</p> <p>In both estates, it was noted that foreign workers are recruited from Indonesia, India and Bangladesh and latest recruitment have been completed in September 2023 (FGVPM Besout 06) and June 2023 (FGVPM Besout 07). While for FGVPIB Besout POM, confirmed that there is no foreign worker employed.</p> <p>For local workers, Collective Agreement (CA) FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2022 until 31/12/2024 document number COG. No: 298/2022 was referred. Condition of employment, benefits, deduction, overtime rates, holiday entitlement and maternity leave were detailed. Noted that same details can be reviewed from employment offer letter which signed by both parties.</p> <p>While for foreign workers, sighted and verified employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in their understandable language. Details such as employment benefit, terms of deduction, working hourse, overtime rates, maternity leave and period of notice were sighted.</p> <p>As per interview, daily monitoring of productivity was monitored by field supervisor via pocket check roll, check roll book and E-RML system. Details of type of completed works, rate of works, deduction and amount of salary were noted. For local workers,</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		working hours and overtime was monitored through punch card system.	
6.2.3	<p>(C) There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements.</p> <p>- Critical (Major) compliance -</p>	<p>For local workers, Collective Agreement (CA) FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations (Malaysia) Sdn Bhd for period 01/01/2022 until 31/12/2024 document number COG. No: 298/2022 was referred. Condition of employment, benefits, deduction, overtime rates, holiday entitlement and maternity leave were detailed. Noted that same details can be reviewed from employment offer letter which signed by both parties.</p> <p>While for foreign workers, sighted and verified employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in their understandable language. Details such as employment benefit, terms of deduction, working hours, overtime rates, maternity leave and period of notice were sighted</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPISB Besout POM and all supply bases is in the area of FELDA settlement which is Felda Besout complex. Sanitation facilities is sufficient where each housing has one toilet for 4 workers while for hostel, there are 10 toilets for 1 dormitory which can occupied for 20 persons.</p> <p>In terms of medical facilities, there is government clinic known as Klinik Kesihatan Slim River nearby where all expenses related to medical consultations and medications are reimbursable. Water is provided by Lembaga Air Perak (LAP) and Tenaga Nasional Berhad (TNB) supplied the electricity, with each worker receiving subsidized amount of RM10.00 (RM6.00 for electricity and RM4.00 for water). Observed also SK (LKTP) Besout and Sek Men Kebangsaan Besout 3 for education facilities.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**FGVPM Besout 06**

Document review of 'Senarai Semak Aktiviti Naziran Penginapan Ladang Mingguan' sighted the inspection covered all 12 blocks which conducted latest on 29/01/2024. The inspection record highlights comments on the cleanliness of the kitchen, the maintenance of dorm room housekeeping, hygiene conditions in the toilets, and the cleanliness outside the dormitory.

FGVPM Besout 07 Estate

Document review of 'Senarai Semak Aktiviti Naziran Penginapan Ladang Mingguan' also sighted.

It was noted that there are 4 complex of workers quarters that scattered in estate's compound area which called 'Asrama 6A', 'Asrama 6B', 'Asrama Rasau Division' and 'Asrama Panjang'. Each complex has its own personnel in charge for monitoring.

Workers quarter	Last inspected date
Asrama 6A	02/02/2024
Asrama 6B	04/02/2024
Asrama Rasau Division	31/01/2024
Asrama Panjang	31/01/2024

Site verification at 'Asrama Panjang', 'Asrama 6B' and 'Asrama Rasau Division' has been conducted and confirmed that all remarks in the monitoring record regarding housekeeping, condition on drainage system, hygiene condition of toilet are reflecting with real situation.

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

		FGVPISB Besout POM 14 blocks of employees and workers house were identified and monitored regularly by person in charge. Site visit at the workers house area indicates satisfactory condition of cleanliness and complaints related to workers area were entertained and fixed accordingly. Latest updated of linesite inspection record were on 05/01/2024, 10/01/2024, 20/01/2024 and 26/01/2024.	
6.2.5	The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. - Minor compliance -	The mill and estate are located in close proximity to the FGV Settlers village, providing easy access to the town via public transportation. Nearby grocery stores and restaurants offer convenient options for workers to access affordable and ample food. Interviews with workers have verified that they encounter no difficulties in obtaining food or raw materials.	Complied
6.2.6	A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate). <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>	An evaluation of decent living wages has been conducted for the FGV Besout Complex, and the calculation has been established by incorporating all the in-kind benefits provided to the workers into the prevailing wage calculation. As mentioned in the report, the assessment and calculation were carried out based on the Household Expenditure Survey Report 2019, published by the Department of Statistics Malaysia, and the RSPO Decent Living Wages Guidance. The net living wage is calculated at RM1,637.26, while the gross Decent Living Wage (DLW), which includes additions for SOCSO, income tax, and Employee Insurance Scheme payments, is calculated at RM1,850.00. Noted that the minimum wage for workers is set at RM1,500 per month. While the total average wages received by workers amounts to RM1,965, surpassing both the living wage and the minimum wage requirements.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers' union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>		
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>Bases on interview session and documents review, there is no casual workers have been hired for any operating units within the FGV Besout Complex. All employees across these units are classified as permanent employees especially for core work in both estates. Transportation of FFB and maintenance of workers quarters were outsource to appointed contractors. While for FGVPISB Besout POM,</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		they outsourced transportation of CPO and PK to contractor where all their workers are permanently employed by the contractor.									
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.											
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 Holdings Berhad has formulated the Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020), wherein the FGV Group acknowledges and upholds the rights of employees to freedom of association and collective bargaining which prepared in in both Bahasa and English. Interview session with sample workers indicated that they are aware on their freedom to join any association and rights as workers. Details of the briefing as table below:</p> <table><tr><td>Certification Unit</td><td>Date of briefing</td></tr><tr><td>FGVPM Besout 06</td><td>20/01/2024</td></tr><tr><td>FGVPM Besout 07</td><td>14/12/2023</td></tr><tr><td>FGVPISB Besout POM</td><td>29/01/2024</td></tr></table> <p>Latest communication of freedom association with the workers was observed on 20/01/2024 for FGVPM Besout 06 Estate and 14/12/2023 for FGVPM Besout 07.</p>	Certification Unit	Date of briefing	FGVPM Besout 06	20/01/2024	FGVPM Besout 07	14/12/2023	FGVPISB Besout POM	29/01/2024	Complied
Certification Unit	Date of briefing										
FGVPM Besout 06	20/01/2024										
FGVPM Besout 07	14/12/2023										
FGVPISB Besout POM	29/01/2024										
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Establishment of 'Jawatankuasa Komunikasi Harmoni (JKH)' was observed at both estates as alternative channel for workers to voice out their concern regarding welfare, safety, and rights. Latest meeting conducted at FGVPM Besout 06 observed at 29/01/2024 with attendance by estate's management and elected workers representative. Interview session with Indonesian workers</p>	Complied								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		representative confirmed that the election was conducted freely on 27/01/2024. While for FGVPM Besout 07, latest JKH meeting was conducted on 24/01/2024 with 14 attendances.	
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>There is evidence that election has been done at FGVPM Besout 06 Estate on 27/01/2024 as mechanism to appoint workers representative. Proper documentation sighted. In FGVPM Besout 07 Estate, the election was conducted from 24-27/09/2023 for workers to vote for their own representative without interference by the management. Interview with Bangladesh workers representative confirmed the voting session. While for FGVPI Besout POM, appointment of workers representative has been done by Persatuan Pekerja Pekerja FGV Palm Industries Sdn Bhd. Interview with the workers confirmed that the management did not interfere with election and selection of representative.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>FGV has established the Group Sustainability Policy (Policy No.: FGV/SED/POL/001, dated 17/11/2020), affirming the commitment to exclusively employ individuals aged 18 and above. While recognizing that Malaysian laws permit the engagement of young persons in specific types of employment, FGV prohibits the employment of individuals below the age of 15. Moreover, any employment involving young persons must not pose hazards, interfere with education, or harmful to their health, physical well-being, mental, spiritual, moral, or social development at any point during 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>In accordance with the company policy (refer to SCOC dated 01/05/2020), the minimum age for the employment of workers is set above 18 years old. Additionally, for the recruitment of foreign</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Critical (Major) compliance -	workers, the primary criterion is that they must fall within the age range of 18 to 45 years old. Review of workers master list in FGVPM Besout 06 Estate, FGVPM Besout 07 Estate and Besout POM found that no young person was employed. All the workers are above 18 years old. It has been further confirmed during the interview with the workers.									
6.4.3	(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work. - Critical (Major) compliance -	Review of workers master list in FGVPM Besout 06 Estate, FGVPM Besout 07 Estate and Besout POM found that no young person was employed. All the workers are above 18 years old. It has been further confirmed during the interview with the workers.	Complied								
6.4.4	The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. - Minor compliance -	<div>It was verified that communication of the policy has been done to all the workers as details below:<table><tr><td>Certification Unit</td><td>Date of briefing</td></tr><tr><td>FGVPM Besout 06</td><td>24/01/2024</td></tr><tr><td>FGVPM Besout 07</td><td>30/11/2023</td></tr><tr><td>FGVPISB Besout POM</td><td>29/01/2024</td></tr></table></div> <div>For stakeholder's awareness, it conducted during Stakeholder Consultation program for FGVPISB Besout POM, FGVPM Besout 6 Estate and FGVPM Besout 7 Estate physically on 14/03/2023 at Dewan Semai Bakti, Felda Besout 01, Sungkai. Interview session with stakeholder confirmed the event.</div>	Certification Unit	Date of briefing	FGVPM Besout 06	24/01/2024	FGVPM Besout 07	30/11/2023	FGVPISB Besout POM	29/01/2024	Complied
Certification Unit	Date of briefing										
FGVPM Besout 06	24/01/2024										
FGVPM Besout 07	30/11/2023										
FGVPISB Besout POM	29/01/2024										
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 has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group shall not tolerate any form of harassment and abuse including physical,	Complied								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>sexual, psychological or verbal. Everyone shall be treated with respect and dignity.</p> <p>Communication of all sustainable policies to workers were conducted as table below:</p> <table><tr><td>Certification Unit</td><td>Date of briefing</td></tr><tr><td>FGVPM Besout 06</td><td>24/01/2024</td></tr><tr><td>FGVPM Besout 07</td><td>30/11/2023</td></tr><tr><td>FGVPISB Besout POM</td><td>29/01/2024</td></tr></table>	Certification Unit	Date of briefing	FGVPM Besout 06	24/01/2024	FGVPM Besout 07	30/11/2023	FGVPISB Besout POM	29/01/2024		
Certification Unit	Date of briefing											
FGVPM Besout 06	24/01/2024											
FGVPM Besout 07	30/11/2023											
FGVPISB Besout POM	29/01/2024											
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has formulated the Group Sustainability Policy (Policy No.: FGV/SED/POL/001, dated 17/11/2020, revision 4.0, as stated in clause 5.2.1.1). The policy explicitly asserts that no individual shall be subjected to any form of discrimination in employment, encompassing hiring, compensation, career progression, training, disciplinary actions, and reproductive rights. This commitment is reinforced by the CEO's signature on 17/11/2020, as indicated in document number FGV/SED/POL/001 rev. 4(BI). The dissemination of this policy has been accomplished through training sessions, briefings, and display on notice boards at various locations within the estate.</p> <p>It was verified that communication of the policy has been done to all the workers especially for female workers. Verified one of the channels of awareness was during gender committee meeting as details below:</p> <table><tr><td>Certification Unit</td><td>Date of meeting</td><td>No. of attendees</td></tr><tr><td>FGVPM Besout 06</td><td>20/01/2024</td><td>8</td></tr><tr><td>FGVPM Besout 07</td><td>07/03/2023</td><td>6</td></tr></table>	Certification Unit	Date of meeting	No. of attendees	FGVPM Besout 06	20/01/2024	8	FGVPM Besout 07	07/03/2023	6	Complied
Certification Unit	Date of meeting	No. of attendees										
FGVPM Besout 06	20/01/2024	8										
FGVPM Besout 07	07/03/2023	6										

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		FGVPISB Besout POM	29/12/2024	10													
6.5.3	Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified. - Minor compliance -	No new mothers have been identified across all operating units. This confirmation has been obtained through the gender committee meeting and interviews conducted with the chairman of the gender committee and female workers.			Complied												
6.5.4	A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. - Minor compliance -	<div>FGV Holdings Berhad has established an internal procedure outlined in the document titled "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita" (Procedures for Handling Complaints Through the Gender Committee). This procedure, as stated in clause 7.0 under Perlindungan dan Kerahsiaan (Protection and Confidentiality), ensures that complainants who wish to remain anonymous are eligible to do so. Additionally, in the document titled "Menangani Aduan dan Rungutan" (Handling of Complaints and Grievances), with document number FGV/ML-1A/L2-Pr13 dated 01/04/2019, the provision for complainants to maintain anonymity is reiterated.</div> <div>Verified one of the channels of the grievance mechanism was during gender committee meeting as details below:</div> <table><tr><td>Certification Unit</td><td>Date of meeting</td><td>No. of attendees</td></tr><tr><td>FGVPM Besout 06</td><td>20/01/2024</td><td>8</td></tr><tr><td>FGVPM Besout 07</td><td>07/03/2023</td><td>6</td></tr><tr><td>FGVPISB Besout POM</td><td>29/12/2024</td><td>10</td></tr></table>			Certification Unit	Date of meeting	No. of attendees	FGVPM Besout 06	20/01/2024	8	FGVPM Besout 07	07/03/2023	6	FGVPISB Besout POM	29/12/2024	10	Complied
Certification Unit	Date of meeting	No. of attendees															
FGVPM Besout 06	20/01/2024	8															
FGVPM Besout 07	07/03/2023	6															
FGVPISB Besout POM	29/12/2024	10															
Criterion 6.6: No forms of forced or trafficked labour are used.																	
6.6.1	(C) All workers have entered into employment voluntarily and the following are prohibited:	After conducted interview with samples of workers, documents review and observation, it can be concluded that:			Complied												

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<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>a. Retention of documents: Identity documents or passport are not retained unless necessary for passport or work permit renewal. Workers are free to keep their own identity documents and site verification at their house (Block F, FGVPM Besout 06 Estate and Block Orkid, Asrama 6B, FGVPM Besout 07 Estate) confirmed there is designated drawer for workers to kept their identity document safely.</p> <p>b. Charging of recruitment fee: No recruitment fees are imposed on workers, as outlined in the contracts between FGV Plantation Berhad (FGVPM) and the recruitment agents from Indonesia Bangladesh and India. Worker interviews have further indicated that they have not incurred any recruitment fees.</p> <p>c. Involuntary overtime: Workers have the option to either accept or decline any overtime offers from their superiors. Based on their job requirements and positions, workers are informed by their supervisors or mandores, and they can voluntarily fill out an overtime form for record-keeping purposes.</p> <p>d. Lack of freedom to resign: According to employment agreement of samples of workers, there are no specific terms and conditions outlined for resignations, and the operating units will bear the cost of flight tickets in such cases.</p> <p>e. Debt bondage: Verification of pay slips of the samples of workers affirmed that there is no such evidence of debt bondage among the local and foreign workers. Workers claimed that there is no loan of money provided by the management especially during their early employment phase. Expenses from their hometown to the estates and mill are all covered by company hence there is no debt bondage implemented.</p> <p>f. Withholding of wages: There is no evidence of wage withholding where the management disburses workers' wages through the</p>	
--	---	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Merchantrade System. Workers can conveniently withdraw their earnings at the nearest agent or ATM. Additionally, there is documented proof of payments signed by the workers and interview session confirmed the statement.	
6.6.2	(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented. - Critical (Major) compliance -	<p>FGV Holdings Berhad has recruited migrant workers from India, Indonesia, and Bangladesh for employment in its oil palm plantation. As part of their commitment to responsible management of migrant workers and adherence to regulations, FGV Holding Berhad has implemented specific procedures outlined in the "Guidelines and Procedures for Responsible Recruitment of Foreign Workers," dated 27/06/2019. These procedures emphasized the importance of non-discrimination, respect for human rights and labor rights, and the promotion of health and safety standards in the workplace.</p> <p>Documents verification noted that all workers hiring including foreign workers strictly according to the procedure. There is evidence of recruitment process such as acknowledgement of employment contract, consultation and interview session conducted by headquarter at the origin countries and at One Stop Center at Nilai, Negeri Sembilan.</p> <p>Samples of workers claimed that they are equally treated despite have different of position, nationality, and religion. No movement restriction has been enforced and identity documents are kept by themselves. They are also aware and acknowledged on terms and conditions stated in their employment contract.</p>	Complied
Criterion 6.7: The unit of certification ensures that the working environment under its control is safe and without undue risk to health.			
6.7.1	(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers.	In all operating units, Occupational Safety and Health (OSH) Committees have been established to address health and safety issues. Here are the details:	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>c. FGVPM Besout Palm Oil Mill:</p> <ul style="list-style-type: none"> - Mr. Norul Hisyam Bin Md Sabri, the Mill Manager, has been appointed as the Chairman of the OSH committee in the mill. This appointment was confirmed by an appointment letter dated 01/01/2024, signed by Regional Controller 3. - Regular OSH Meetings have been conducted in the mill, with meeting minutes available for verification. Meetings were held on 28/11/2023, 19/09/2023, and 13/06/2023. <p>b. FGVPM Besout 6 and Besout 7 Estates:</p> <ul style="list-style-type: none"> - Members of the Safety and Health Committee (SHC) were appointed through appointment letters. Ismanizam Bin Ismail was appointed as Chairman of SHC for FGVPM Besout 6 Estate, and Noordin Ahmad Bin Hisnin was appointed as OSH Chairman for FGVPM Besout 7 Estate. These appointments were verified through appointment letters. - Both estates conducted regular OSH Meetings, with meeting minutes available for verification. Meetings were held on various dates in 2023 and early 2024. <p>These OSH Committees play a crucial role in ensuring health and safety standards are maintained across the operating units. Regular meetings allow for the discussion and resolution of any safety-related concerns.</p>	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid</p>	<p>Emergency Response Plans and Procedures are in place in both the estates and mill to handle various potential emergencies, including floods, fires, chemical spillages, accidents, and more. These plans are posted on notice boards and communicated to workers, with emergency contact numbers readily available. Workers are trained</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>on emergency responses, with drills and trainings conducted regularly.</p> <p>First aiders are present in the operating units, equipped with first aid kits. They are trained and certified to address first aid needs, and the kits are regularly monitored and replenished. Records of items used are maintained in the kits.</p> <p>1. FGVPIB Besout Palm Oil Mill:</p> <ul style="list-style-type: none"> - First Aid Training was conducted on 20/03/2023 – 21/03/2023. - Eight first aiders appointed by mill management are present, with an Emergency Response Team (ERT) chart and appointment letter available for review. <p>2. FGVPM Besout 6 and Besout 7 Estates:</p> <ul style="list-style-type: none"> - First aid boxes are distributed to all operations, with mandores responsible for their usage. - Training on First Aid Box Content and First Aider training was conducted. - Emergency Response Plan drills were conducted, with workers demonstrating good understanding of emergency procedures. <p>Accident records are maintained and available for verification:</p> <p>1. FGVPIB Besout Palm Oil Mill:</p> <ul style="list-style-type: none"> - One accident was reported in 2023, with relevant forms submitted to the Department of Occupational Safety and Health (DOSH) and available for review. <p>2. FGVPM Besout 6 and 7 Estates:</p> <ul style="list-style-type: none"> - Five accidents were reported in 2023 for Besout 6 Estate, and four accidents for Besout 7 Estate. Relevant forms were submitted to DOSH and are available for verification. 	
--	--	--	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		The accident and emergency procedures is available in the national languages, and well explained to the workers. Interview with the workers in the field found that they understand on how to react when any emergency nor accident occur.									
6.7.3	<p>(C) Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing.</p> <p>- Critical (Major) compliance -</p>	<p>All workers are equipped with necessary personal protective equipment (PPE) provided by management at no cost. During field visits to the Spraying and Harvesting gangs, and stores at the estates and mill, it was observed that all workers wore the required PPE. Interviews with workers confirmed their awareness of the importance of PPE in reducing work-related risks, with no deductions made from their salaries for PPE provision. Records of PPE issuance were available, and workers' payslips verified their statements.</p> <p>The estates maintain facilities for workers to sanitize before leaving work, with showers in good condition. Workers are aware of the need to sanitize due to potential hazards from chemical residues, as emphasized during interviews.</p>	Complied								
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers receive medical care, with expenses covered by management, for minor or major injuries or health issues, workers are referred to government clinics or hospitals, with costs borne by the management.</p> <p>Workers are protected by insurance as mandated by Malaysian law through SOCSO contribution. Monthly contributions were verified through the PERKESO Monthly Salary Contribution (Form 8A) for workers at FGVPM Besout POM.</p> <table border="1"> <thead> <tr> <th>Operating Units</th><th>Month</th><th>Total Workers</th><th>Amount</th></tr> </thead> <tbody> <tr> <td>FGVPM Besout 06</td><td>Aug 2023</td><td>226</td><td>RM 6,157.60</td></tr> </tbody> </table>	Operating Units	Month	Total Workers	Amount	FGVPM Besout 06	Aug 2023	226	RM 6,157.60	Complied
Operating Units	Month	Total Workers	Amount								
FGVPM Besout 06	Aug 2023	226	RM 6,157.60								

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			Oct 2023	218	RM 6,682.80	
			Dec 2023	219	RM 8,592.60	
		FGVPM Besout 07	Aug 2023	263	RM 7,126.60	
			Oct 2023	259	RM 7,734.40	
			Dec 2023	250	RM 8,624.90	
		FGVPI Besout	Aug 2023	132	RM 10,794.40	
			Oct 2023	138	RM 11,979.60	
			Dec 2023	137	RM 12,379.00	
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	As per standard procedure, all accidents and incidents are reviewed during quarterly safety meetings in the operating units. Records of Lost Time Accidents (LTAs) are meticulously maintained and presented during these meetings, with JKPP 8 forms routinely submitted to the Department of Occupational Safety and Health (DOSH). Additionally, accident records are regularly updated and made available for verification purposes, encompassing LTAs for each operating unit on a yearly basis.				Complied
		Operating Units	2023		2024 (To date)	
			Cases	Days	Cases	Days
		FGVPISB Besout POM	1	6	0	0
		FGVPM Besout 6 Estate	5	16	0	0
		FGVPM Besout 7 Estate	4	6013	0	0

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		At FGVPM Besout 07 there is one fatal case that happen in the estate on 04/12/2023. The estate management has reported the case to DOSH through JKKP 6 on 06/12/2023.	
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	(C) IPM plans are implemented and monitored to ensure effective pest control. - Critical (Major) compliance -	<p>An IPM Plan has been established and available in the "Pelan Pengurusan Kawalan Serangan Makhluk Perosak Tanaman Bersepadu (IPM)" for the year 2024. Among the IPM observed during the site visits at the estates were planting of beneficial plants (e.g. Tunera sp., Cassia cobanensis and Antigonon leptopus) and using of barn owls (Tyto alba) as predators to rats.</p> <p>Verification on IPM plan implementation, rhinoceros beetle (RB) census have been conducted on a daily basis and as per record in the pheromone trap, the quantity of RB was not more than 20 in each census conducted. If the census found more than 20 RB, the management will use cypermethrin as a chemical control.</p> <p>There are also records of barn owl box monitoring in ensuring full occupancy to combat the rat damage through owl. Other monitoring records including samples as following:</p> <ul style="list-style-type: none"> - FGVPMBS Besout 07 Estate IPM Planting Programs; Date: 9/2/2022 - EFB application Field # PR18M, PR18N & PM09F 	Complied
7.1.2	Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented. - Minor compliance -	There was no changes as per previous assessment, no evidence of species referenced in the Global Invasive Species Database and CABI.org were used to manage the areas in Besout complex. Verified sample records of monitoring as following:	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		- FGVPMSB Besout 06 Estate Monitoring of Invasive Species in Estate form; Date: 28/12/2023:	
7.1.3	There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities. - Minor compliance -	There was no land preparation in the estates by burning as FGV practiced zero burning as per the commitment described in: - Sustainability Policy dated 17/11/2020 approved by Board of Directors. - Manual Ladang Sawit LESTARI reviewed on 1/6/12 - Sawit matang edisi II seksyen 4 "Menebang dan Mencincang Batang Sawit. Refer doc. No MLSL (Ed.3) – Sec.2 (6.0) dated 01/09/2017 All Estates within Besout certification unit complied on the policy of no open burning. As advocated, the estates practiced zero burning. No fire was used for waste disposal.	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	All pesticides, herbicides, and fungicides are justified and documented under Manual Lestari 1A, specified in Document ML-1A/L3-GP1(0) dated March 2012. Each chemical is accompanied by its respective justification within this document.	Complied
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	Records of pesticide usage, including details such as the active ingredient used, area treated, amount of active ingredient applied per hectare, and the number of applications, are documented in the "Monitoring of Pesticide Usage" report. This report includes data on units per hectare, tonnes of Fresh Fruit Bunches (FFB), and per tonne of oil. Verification of these records was conducted for FGVPMSB Besout 6 and 7 Estate.	Complied
7.2.3	(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.	An Integrated Pest Management Plan and a Continuous Improvement Plan have been implemented by the estate, aiming to reduce chemical usage. During a site visit, beneficial plants were	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	- Critical (Major) compliance -	observed along estate roads and immature areas, alongside strategically placed barn owl boxes. Paraquat has been replaced with alternatives like Glyphosate.				
7.2.4	There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines. - Minor compliance -	There is no prophylactic use of pesticides in all estates visited.	Complied			
7.2.5	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. The due diligence refers to: a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. - Minor compliance -	The Chemical Registers for the mill and estates have been available for verification, reviewed yearly, and updated when new chemicals are introduced. The registers indicate that only class III & IV pesticides are used, with Paraquat and Monocrotophos being eliminated. Less hazardous alternatives like Glyphosate and Cypermethrin have been adopted in their place.	Complied			
7.2.6	(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out. - Critical (Major) compliance -	Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. Sampled the training conducted for pesticide handlers as below: - <table><tr><td>Estate</td><td>Training</td><td>Date</td></tr></table>	Estate	Training	Date	Complied
Estate	Training	Date				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		FGVPM Besout 7 Estate	Chemical Store Training	24/02/2022	
			Training for SDS, PPE, Safe Mixing Of Pesticides and Safe Spraying and Safe Handling Of Chemicals	17/01/2022	
		FGVPM Besout 6 Estate	Training on pesticides spraying and buffer zone	22/01/2024	
			PPE Training on spraying and manuring	22/01/2024	
			Chemical Handling Training	29/03/2023	
7.2.7	(C) Storage of all pesticides is in accordance with recognised best practices. - Critical (Major) compliance -	The availability of Chemical Registers for both the mill and estates allows for yearly review and updates whenever new chemicals are introduced. These registers confirm the use of class III & IV pesticides, with the elimination of Paraquat and Monocrotophos. In their absence, safer alternatives such as Glyphosate and Cypermethrin have been implemented.			Complied
7.2.8	All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes. - Minor compliance -	Excess chemical containers, not utilized for premixing, undergo triple rinsing and puncturing before being categorized as recyclable waste. These containers are then stored in the Empty Chemical Container Store and disposed of responsibly through waste contractors. Inspection of the Empty Chemical Store confirms that the containers are properly prepared before storage. Additionally, records of disposal for empty chemical containers are meticulously maintained and verified for each operating unit.			Complied
7.2.9	(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is	The aerial spraying was stopped as the cost is high and low effectiveness.			Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	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 -	Medical surveillance was conducted in the estates as per the recommendation of the Chemical Health Risk Assessment (CHRA) for workers exposed to hazardous chemicals. The results of annual medical surveillance were available in the estates for verification. All medical surveillance reports for both estates indicate that workers exposed to chemicals were found to be fit for work with no occupational-related concerns.	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 -	Pesticide handling and spraying tasks in the estates were observed to be performed exclusively by male workers. Records, field inspections, and interviews confirmed that individuals under the age of 18, medical restricted workers, pregnant women, or breastfeeding women were not employed for pesticide-related tasks. During the audit, there is no medical restricted workers are available. All are fit to work using chemical as per the medical surveillance conducted.	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 -	Waste Management Plan was developed based on the Environmental Aspects and Impacts Assessment. The mitigation measures were then derived from this exercise. The Waste Management Plans 2024 were established to mitigate and control the identified wastes and source of pollution. Generally, the scheduled wastes were disposed through licensed vendors, organic wastes were disposed through landfill and recyclable wastes were sent to recycle centres. The type of waste products and sources of pollutions identified were generally categorized as following:	OFI

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Operation (S/Waste)	Operation (Non-S/Waste)	
		PPE Empty Containers Used paint containers Used oils/hydraulic oils	Empty Fertilizer bag Used tyre Metal, plastics. Woods waste. Paper	
		Office and Housing (S/Waste)	Office and housing (Non-S/Waste)	
		Used/broken Lights Electronic waste Used Battery	Furniture waste Domestic waste Paper	
		<p>Whilst most waste categories were common between mill and estates, several types were generated specifically respectively. These includes the organic wastes such as palm fibres/shells by the mill and palm fronds/trunks by the estates which were gainfully managed in respective operations.</p> <p>Notwithstanding, the management plan by FGVPISB Besout POM which covering unripe FFB sortation from grading activity where the sorted unripe FFB eventually became waste could be improved further. Hence, an OFI has been raised.</p>		
7.3.2	Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated. - Minor compliance -	<p>Management of wastes mainly based on SOP as following:</p> <ul style="list-style-type: none"> - <i>Pengurusan Bahan Buangan Terjadual Setiap Ladang</i> (Management of Scheduled Waste in Each Estate); SOP # FGVP/L2/PAS-04; Rev. 1.0; Effective date: 23/1/2020 		Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - <i>Pengurusan Bahan Buangan Terjadual Pusat Pengumpulan</i> (Management of Scheduled Waste in Collection Centre); SOP # FGVPM/L2/PAS-05; Rev. 1.0; Effective date: 23/1/2020 - <i>Pelupusan Bekas Racun Makhluk Perosak dan Beg Baja Sebagai Bahan Kitar Semula</i> (Management of Used Empty Chemical Container and Fertilizer Beg as Recyclable Material); SOP # FGVPM/L2/PAS-06; Rev. 0.0; Effective date: 23/1/2020 - <i>Penggunaan Semula Bekas Racun Makhluk Perosak dan Beg Baja</i> (Reuse of Used Empty Chemical Container and Fertilizer Beg); SOP # FGVPM/L2/PAS-07; Rev. 0.0; Effective date: 23/1/2020 - <i>Pengangkutan Bahan Buangan Terjadual Dari Ladang Ke Pusat Pengumpulan Berpusat</i> (Transport of Scheduled Waste from Estate to Centralized Collection Centre); SOP # FGVPM/L2/PAS-08; Rev. 0.0; Effective date: 23/1/2020 <p>Proper disposal of wastes were demonstrated as per sample records as following:</p> <ul style="list-style-type: none"> - As per Pengesahan Penggunaan Premis *Permerolehan Kembali/Kontraktor Pengangkut; - Inventory of Scheduled Wastes File Ref. # A11/123/000/018; Inventory # 0808A5076185F12024; Date: 11/1/2024 - Consignment Note for Scheduled Waste # 2023121115T21HXW; Date: 11/12/2023; Code: SW305 – Spent lubricating oil; Quantity: 0.4650 mt; Disposal contractor: Tex Cycle (P2) Sdn. Bhd. - Consignment Note for Scheduled Waste # 2023121115JGF36E; Date: 11/12/2023; Code: SW410 – Rags, plastics, papers or filters contaminated with SW; Quantity: 0.4650 mt; Disposal contractor: Tex Cycle (P2) Sdn. Bhd. 	
--	--	---	--

		- Consignment Note for Scheduled Waste # 2023121115MF138W; Date: 11/12/2023; Code: SW409 – Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or SW; Quantity: 0.1650 mt; Disposal contractor: Tex Cycle (P2) Sdn. Bhd.	
7.3.3	The unit of certification does not use open fire for waste disposal. - Minor compliance -	Visit to all sites confirmed no open fire being used for waste disposal including domestic wastes. Verified sample records of domestic waste disposal as following: FGVPISB Besout 06 Estate; SSC (Payment Certificate) MIRO Form; PO # 700179200; Payment: Domestic waste collection in housing, office & workers' hostel; Date: 2/12/2023; Contractor: Iltizam Makmur Construction; Contract: Provision of labour, vehicle and equipment to conduct domestic waste collection in housing, office and workers' hostel total 82 points in FGVPMSB Besout 06 Estate; Contract period: 1/4/2023 – 31/3/2024	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 -	The estates within Besout POM certification unit continued to use and implement SOP for each of the processes. Brief version of the SOP was displayed at the appropriate locations. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP. FGV Agriculture Manual 1998 - Revised in 01/09/2017 - Manual Ladang Sawit Lestari - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Pengendalian Bahan Kimia - Pictorial Safety Standards and Security Guidelines (PSS). <p>Besout Palm Oil Mill processing system is documented in the following documents;</p> <ul style="list-style-type: none"> - Manual Operasi Kilang Sawit introduced on 02/01/2001 revised on 23/10/2017 - Prosedur Kerja Selamat - Manual Alam Sekitar EMS - Laboratory Process Control Manual <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilization, threshing, pressing, clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, despatches etc.</p> <p>The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings and training.</p> <p>The Manuals are kept in the main office for references of employees particularly for the supervisory personnel.</p> <p>The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security.</p> <p>Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment.</p>	
--	--	---	--

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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 -	Periodic tissue and soil samplings were carried as per sample records in FGVPMBS Besout 06 Estate as following: - Foliar Sampling Analysis; Sampling Date: 14/7/2023 – 17/7/2023; Lab report code # FRF20240339 - Soil Sampling Analysis; Sampling Date: 14/7/2023 – 17/7/2023; Lab report code # FRS20240337	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 -	The nutrient recycling strategy is in place as per sample as following: - EFB application in all supplying estates at rate of 30mt/ha - Cut frond are stacked in between the palm's rows left to discompose	Complied																				
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, fertilizer application monitoring forms, etc. - Records of programs and applications of fertilizers were reviewed by the auditors. - Review of the records revealed that the actual fertilizers applied in 2023/24 was in line with the program. - the following fertilizers were applied in the estates on recommendation by the Agronomist as following: <table border="1"> <thead> <tr> <th></th><th>Fertilizer</th><th>Kg/palm</th><th>Application month</th></tr> </thead> <tbody> <tr> <td>1</td><td>FOF</td><td>2.50</td><td>Mac/July</td></tr> <tr> <td>2</td><td>FELDA 12</td><td>2.00</td><td>Mac/June/Sept</td></tr> <tr> <td>3</td><td>NPK Mix</td><td>3.50-7.00</td><td>Sept/Oct</td></tr> <tr> <td>4</td><td>FELDA 3</td><td>3.50</td><td>April/July</td></tr> </tbody> </table>		Fertilizer	Kg/palm	Application month	1	FOF	2.50	Mac/July	2	FELDA 12	2.00	Mac/June/Sept	3	NPK Mix	3.50-7.00	Sept/Oct	4	FELDA 3	3.50	April/July	Complied
	Fertilizer	Kg/palm	Application month																				
1	FOF	2.50	Mac/July																				
2	FELDA 12	2.00	Mac/June/Sept																				
3	NPK Mix	3.50-7.00	Sept/Oct																				
4	FELDA 3	3.50	April/July																				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<table> <tr> <td>5</td><td>PMG Mixture</td><td>2.75</td><td>Jan/Feb/July</td></tr> <tr> <td>6</td><td>NK 27</td><td>2.00-3.00</td><td>Feb/June/Aug</td></tr> </table> <p>The management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section MLSL Section 5.0: Manuring.</p>	5	PMG Mixture	2.75	Jan/Feb/July	6	NK 27	2.00-3.00	Feb/June/Aug					
5	PMG Mixture	2.75	Jan/Feb/July												
6	NK 27	2.00-3.00	Feb/June/Aug												
Criterion 7.5: Practices minimise and control erosion and degradation of soils.															
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was available. There were no problematic soils (e.g. podzols and acid sulphate soils) in the estates. The soil map was prepared by Unit Komputer (GPS/GIS) from FGV Agricultural Services Sdn Bhd. as per sample FGVPMSB Besout 06 Estate Slope Map and Soil Series Maps consisting of soil series as following:</p> <table> <tr> <td>Bukit Tuku</td><td>Kechor</td><td>Rasau</td><td>Tebok</td></tr> <tr> <td>Bungor</td><td>Melaka</td><td>Serdang</td><td>Tepus</td></tr> <tr> <td>Gali</td><td>Padang Besar</td><td>Tasik</td><td>Terap</td></tr> </table>	Bukit Tuku	Kechor	Rasau	Tebok	Bungor	Melaka	Serdang	Tepus	Gali	Padang Besar	Tasik	Terap	Complied
Bukit Tuku	Kechor	Rasau	Tebok												
Bungor	Melaka	Serdang	Tepus												
Gali	Padang Besar	Tasik	Terap												
7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>Both estates visited continued to have a management strategy for planting on slopes in order to minimize and control erosion and degradation of soils. The plantings on slopes were guided in the Group Sustainability Policy under item "Perlindungan Dan Penjagaan Alam Sekitar" signed by Ketua Pegawai Eksekutif Kumpulan dated 17/11/2020. The content of the Policy among others includes the following:</p> <ul style="list-style-type: none"> - Compliance with all related guidelines and regulatory laws. - Implementation of GAP as stated in FELDA Lestari. 	Complied												

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Implement suitable remedial to reduce impact to the environment. - To avoid pollution and campaign policy to others. <p>Other guidelines were also shown in the documents as following:</p> <ul style="list-style-type: none"> - Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual - Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual - Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual. <p>It was observed that practices to minimize and control erosion and degradation of soils were in place through proper stacking of fronds, EFB application, avoidance of blanket spraying, construction terraces, road maintenance and maintenance of soft vegetation in the interlines. Cover crops were planted in the replants and in certain mature areas. The cover crop <i>mucuna bracteata</i> had been planted along crucial slopes by management. Large areas with <i>neprolepis biserrata</i> in the inter rows were sighted during the visit. The slope maps were provided by the FELDA Agricultural Services Sdn Bhd) with details as follows:</p> <table border="1"> <thead> <tr> <th></th><th>Topography</th><th>Besout 06 %</th><th>Besout 07 %</th></tr> </thead> <tbody> <tr> <td>1</td><td>< 4</td><td>5</td><td>59</td></tr> <tr> <td>2</td><td>5-12</td><td>95</td><td>21</td></tr> <tr> <td>3</td><td>13-24</td><td>-</td><td>12</td></tr> </tbody> </table>		Topography	Besout 06 %	Besout 07 %	1	< 4	5	59	2	5-12	95	21	3	13-24	-	12	
	Topography	Besout 06 %	Besout 07 %																
1	< 4	5	59																
2	5-12	95	21																
3	13-24	-	12																

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			4	>25	-	8		
			5	Total	100	100		
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	No new planting in both estates visited.						Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.								
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys were made available in a soil map for both the visited estates. Topographic contour map also available as guideline used to manage the drainage and road works in the estate. No new planting in both estates as verified during field visit. Thus, this indicator is not applicable.						Not Applicable
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 -	Based on the field visits in both estates, no extensive planting of existing palm in peat soils and slopes area. No new planting in both estates as verified during field visit. Thus, this indicator is not applicable.						Not Applicable
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in a soil map at both the estates. Topographic contour map is also available which are both used to manage the drainage and road works in the estate. No new planting in both estates as verified during field visit. Thus, this indicator is not applicable.						Not Applicable
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.								
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	Based on the field visits in both estates, no extensive planting of existing palm in peat soils and slopes areas. No new planting or new development within these areas as well.						Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.	FGVPMSB via Land Management Unit has appointed the Department of Agriculture (DOA) to conduct the assessment of peat areas in						Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<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>	<p>Besout 06 Estate and Besout 07 Estate as per letter ref. # (03)SUS/HSE/FGVPM HQ/AM/01; Date: 21/03/2023.</p> <p>DOA via its Division of Land Resource Management has conducted the assessment and submitted the report to the Land Management Unit of FGVMPSPB via letter ref. # JP TNH 100-4/1/8 JLD.4(1); Date: 14/11/2023. The report title Soil Suitability Study; Ref. # JP TNH KDH 207/680/5 Jld.3 (42); Map ref. # BPST KEDAH_FGV BESOUT 06; Date: 24/10/2023 was prepared by Division of Land Resource Management of DOA Kedah.</p> <p>The report has been submitted to RSPO Secretariat by FGV Holdings Group Sustainability Department personnel via email dated on 3/11/2023.</p>	
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>Both Besout 06 Estate and Besout 07 Estate have established management plan for peat area which included the subsidence monitoring for peat and water table. Verified the sample peat area in Field PM15V in Besout 06 Estate which were installed with piezometer for subsidence and water table monitoring.</p> <p>Records of the peat subsidence and water table monitoring were maintained on monthly basis with latest available for as per sample Laporan Lawatan Semakan Kawasan Gambut Ladang FGVPM Besout 06 Dan 07; Date: 2/2/2024.</p>	Complied
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>A documented water and ground cover management programme is in place documented as SOP Management of Buffer Zone; FGVPM/L2/PAS-03; Rev. # 1.0; Effective date: 23/1/2020.</p> <p>Management programs also implemented as per Peat Maintenance based on SOP Peat Soil Management; SOP # FGV/FGVPM/SOP/PAS-10; Version # 0.0; Effective date: 12/12/2023 to ensure the following:</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Control water table at optimum level for maximize growing & production of oil palm - To flow excess water to avoid flooding - To reduce soil subsidence and GHG emission - To avoid irreversible drying that lead to peat fire - Fire monitoring <p>Records of management programs implemented available as per sample report <i>Pemantauan Kawasan Zon Penampan</i> (Monitoring of Buffer Zone); FGVP/F(PAS-03)/3.1 for presence/occurrence/trace of signboard, spraying, manuring, erosion, pollution, fire & trespassing.</p> <p>Programs also included training for workers as per sample records of latest training of Sustainable Peat Soil Management; Date: 1/2/2024.</p>	
7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>No replanting in the peat area since last audit. The replanting program will be planned based on the DOA's Soil Suitability Study; Ref. # JP TNH KDH 207/680/5 Jld.3 (42); Map ref. # BPST KEDAH_FGV BESOUT 06; Date: 24/10/2023 and their recommendations. This will include the drainability assessment if plantable peat area planned to be replanted.</p>	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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>It was verified during the field visit at FGVPM Besout 6 Estate, Field PM 17 that the peat subsidence pole was as stated in the peat map. Records were available of peat subsidence monitoring and verified during the visit. The management already established the procedure to manage the peat areas as per Manual/SOP guidance as following:</p> <ol style="list-style-type: none"> 1. FGV Plantation Management Manual 2. Peat Management - SOP (0) dated 15 May 2014. 3. Peatland Management Manual mainly on the following: <ul style="list-style-type: none"> - Irrigation System Management - Water level management in peatland areas for Palm Oil Plantations - Method of Installation of Water Level Measuring Device in Collection Drains - Installation Method of Water Measuring Device under Peat Soil (Piezometer) - Controlling the Water Level in the Estate Drains <p>Records of the peat subsidence and water table monitoring were maintained on monthly basis with latest available for as per sample Laporan Lawatan Semakan Kawasan Gambut Ladang FGVPM Besout 06 Dan 07; Date: 2/2/2024.</p>	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>No unplanted and set-aside peatlands within both Besout 06 Estate and Besout 07 Estate are protected as peatland conservation areas. Notwithstanding, the existing drainage, building and power lines are managed in-line with RSPO BMPs as per Manual/SOP specified above.</p>	Complied

RSPO P&C Public Summary Report Revision 15 (Nov 2023)

Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.																							
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<p>Water Management Plan is in place in all operating units within Besout POM certification unit as per sample FGVPISB Besout POM Water Management Plan 2024. The plan specified that no restriction to access clean water to communities and emphasized on zero pollution of waterways mainly natural course. This was monitored as per sample records as following:</p> <ul style="list-style-type: none"> - FGVPMSB Besout 07 Water Analysis Test Report; Lab code # WFP2400042; Issue date: 26/1/2024; Sample: Sungai Teras – Inlet <p>Domestic: Average 150 L/person/day</p>	Complied																				
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 was ensured by analysing water samples as per Water Quality Sampling Report for FGVPB Besout Complex; January 2023 by FGV Agri Services Sdn. Bhd. result:</p> <table> <tr> <th>River water sample</th><th>Estate/Location</th><th>Sampling date</th><th>BOD Results</th></tr> <tr> <td>Sg. Erong inlet</td><td>Besout 06</td><td>31/3/2023</td><td>4 mg/L</td></tr> <tr> <td>Sg. Erong outlet</td><td>Besout 06</td><td>31/3/2023</td><td>3 mg/L</td></tr> <tr> <td>Sg. Teras inlet</td><td>Besout 07</td><td>31/3/2023</td><td>2 mg/L</td></tr> <tr> <td>Sg. Teras outlet</td><td>Besout 07</td><td>31/3/2023</td><td>2 mg/L</td></tr> </table>	River water sample	Estate/Location	Sampling date	BOD Results	Sg. Erong inlet	Besout 06	31/3/2023	4 mg/L	Sg. Erong outlet	Besout 06	31/3/2023	3 mg/L	Sg. Teras inlet	Besout 07	31/3/2023	2 mg/L	Sg. Teras outlet	Besout 07	31/3/2023	2 mg/L	Complied
River water sample	Estate/Location	Sampling date	BOD Results																				
Sg. Erong inlet	Besout 06	31/3/2023	4 mg/L																				
Sg. Erong outlet	Besout 06	31/3/2023	3 mg/L																				
Sg. Teras inlet	Besout 07	31/3/2023	2 mg/L																				
Sg. Teras outlet	Besout 07	31/3/2023	2 mg/L																				
7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>Mill effluent is treated in compliance with DOE License with Written Approval for Effluent Pond Desludging letter ref. # JAS.AHQ.600-3/1/79 (8); Date: 7/7/2023 of following:</p> <ul style="list-style-type: none"> - 1/7/2023 – 15/8/2023: 10 dumping ponds - 15/8/2023 – 31/8/2023: Facultative A pond - 1/9/2023 – 15/9/2023: Facultative B pond - 15/9/2023 – 30/9/2023: Facultative C pond 	Complied																				

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<div>- 1/10/2023 – 15/10/2023: Algae B1 pond</div> <div>- 15/10/2023 – 31/10/2023: Algae B2 pond</div> <div>Besout POM obtained Extension of Period for DOE Written Approval for Effluent Pond Desludging letter ref. # JAS.AHQ.600-3/1/79 (10); Date: 1/11/2023; Extension period: 1/11/2023 – 31/1/2024. To ensure discharged POME complied with limits.</div> <div>Sample POME final discharge sampling analysis records verified as following:</div> <div>Analysis certificate # 238/2024; Lab Ref. # 535/2024; Sample: 18/01/2024 Final Discharge; BOD results: 56 by Bukit Goh Analytical Lab FGVPIB.</div>																					
7.8.4	Mill water use per tonne of FFB is monitored and recorded. - Minor compliance -	<div>Mill water use per tonne of FFB is monitored and recorded as per records of FGVPIB Besout POM Historical water consumption 2020 – 2023 as following:</div> <table><tr><th>Year</th><th>Volume (m³)</th><th>FFB processed (mt)</th><th>Ratio (m³/mt)</th></tr><tr><td>2020</td><td>213,070</td><td>230,870</td><td>0.92</td></tr><tr><td>2021</td><td>259,060</td><td>259,060</td><td>1.00</td></tr><tr><td>2022</td><td>240,730</td><td>240,730</td><td>1.00</td></tr><tr><td>2023</td><td>451,240</td><td>248,640</td><td>1.81</td></tr></table>	Year	Volume (m³)	FFB processed (mt)	Ratio (m³/mt)	2020	213,070	230,870	0.92	2021	259,060	259,060	1.00	2022	240,730	240,730	1.00	2023	451,240	248,640	1.81	Complied
Year	Volume (m³)	FFB processed (mt)	Ratio (m³/mt)																				
2020	213,070	230,870	0.92																				
2021	259,060	259,060	1.00																				
2022	240,730	240,730	1.00																				
2023	451,240	248,640	1.81																				
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																							
7.9.1	A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented. - Minor compliance -	<div>Plan for improving the efficiency of the use of fossil fuels and to optimize the renewable energy was documented in the Environmental Aspect and Impact activities report for 2023/2024. The plan implemented with specific objectives and targets as per sample as following:</div> <table><tr><th>Objectives</th><th>Targets</th><th>Plans</th></tr><tr><td></td><td></td><td></td></tr></table>	Objectives	Targets	Plans				Complied														
Objectives	Targets	Plans																					

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<div><div>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel-using mobile machine/equipment</div><div>Mill and Estate Vehicles and mobile machines/ equipment</div><div><div><div>- To record vehicle activities/mileage</div><div>- To ensure the vehicle engine is turn off during idle time</div></div></div></div> <div><div>To reduce reliance on gen-sets for power supply</div><div>Mill and estates buildings and housings</div><div><div><div>- Grid supply by mill steam turbine</div><div>- TNB supply as option</div></div></div></div> <div><div>To increase renewable energy efficiency</div><div>Mill and estates buildings and housings</div><div><div><div>- Preventive maintenance of boiler steam turbine machines and equipment</div></div></div></div> <div><div>To increase energy efficiency awareness among employees</div><div>All employees</div><div><div><div>- Energy efficiency trainings and campaigns</div></div></div></div>													
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	<div><div>(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.</div><div>- Critical (Major) compliance -</div></div>	<div><div>GHG emissions identified and assessed by Besout POM and estates including the following:</div><table><tr><td>Emissions</td><td>Source</td><td>Reduction plans</td></tr><tr><td>CO2</td><td>Fossil fuel</td><td>Renewable energy</td></tr><tr><td>CH4</td><td>POME treatment pond</td><td>Methane capture</td></tr><tr><td>NO2</td><td>Fertilizer</td><td>IPM</td></tr></table></div>	Emissions	Source	Reduction plans	CO2	Fossil fuel	Renewable energy	CH4	POME treatment pond	Methane capture	NO2	Fertilizer	IPM	Complied
Emissions	Source	Reduction plans													
CO2	Fossil fuel	Renewable energy													
CH4	POME treatment pond	Methane capture													
NO2	Fertilizer	IPM													

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		Monitoring records available via Palm GHG calculator and reported publicly. Verifications of reported data found to be consisted with raw data.	
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>	No new planting or new development in both estates within Besout POM certification unit. Notwithstanding, the potential emissions identified for existing planting were managed as per plans above.	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>Other significant pollutants were identified and managed as per plans with sample latest monitoring records as following:</p> <ul style="list-style-type: none"> - Boiler stack emissions monitoring report ref. # BESOUT-37/12/23; Monitoring date: 4/1/2024 by Mareff Management Sdn. Bhd. - Scheduled Waste (SW) inventory (5th Schedule) file ref. # JAS.AHQ.600-3/1/19; Date: 5/2/2024 - SW disposal consignment (6th Schedule) # 20230924142M9NVC; Date: 24/9/2024; Waste code: SW409; Quantity: 0.1072 mt <p>SW disposal consignment (6th Schedule) # 20230924140F4QME; Date: 24/9/2024; Waste code: SW410; Quantity: 0.0362 mt</p> <p>During visit to the workers in FGVPB Besout 07 Estate main division, it was found that there was diesel spillage from the genset operation for electricity supply which located near workers' hostel Block 6B. Trailing of the spillage found that it flows into the oil trap but the oil trap found clogged and not functioning well to trap the oil hence caused the diesel discharged out of the oil trap into monsoon drain</p>	Non-compliance

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		which polluting the water course its flown, the non-conformance is raised	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	There was no land preparation of existence or new planting in FGV Estates by burning ever since the management practiced zero burning as per the commitment mentioned in the guidelines as following: a) Group Sustainability Policy dated 17/11/2020. b) Sustainable Oil Palm Manual - Safe Operation Procedure - Replanting land preparation Field visit confirmed that no evidence of fire was used to prepare land for replanting as well as for waste disposal.	Complied
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	The Group "Zero open burning" is enforced as described in the Group Sustainability Policy 17/11/2020. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estates. At present there are no replanting for both the estates for the next 5 years. There were fire ERP team established by the estates and mill.	Complied
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	FGV engaged smallholders on the fire prevention and control measures. This was briefed and discussed during a Stakeholder Meetings held on 12/12/2023 "Program Konsultasi Bersama Pihak Berkepentingan Mengenai Komitmen Kelestarian FGV". The agenda among others include discussion and briefing on the following: - Communication of information relating to FGV Sustainability Policy and practices.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none">- Communication procedure, involvement and consultation and mechanism on grievance from stakeholder- FGV commitment towards HCV, Conservation Areas and RTE- Initiatives towards GHG reduction- Sustainability management RSPO MSPO certification- Commitment towards fire engagement in Company properties and adjacent community in event of any fire. Either party could forward report on any fire event. Assistance where feasible will be provided.																
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>Neither any new land clearing nor new planting in Besout 06 Estate and Besout 07 Estate. A reassessment has been conducted by FGV Holdings Group Sustainability Department personnel as per report of HCV & Biodiversity for Besout POM Complex June 2023.</p> <p>The reassessment study concluded that no HCV presence within Besout complex. Notwithstanding, there were few areas categorised as conservation areas as following:</p> <table><tr><th>Conservation area ID & Type</th><th>Estate & Location</th><th>Area</th></tr><tr><td>Conserv. 1: Abandoned palm in peat soil (non-economical)</td><td>Besout 06 Estate: Field # PM16X Block 08</td><td>11.00 ha</td></tr><tr><td>Conserv. 2: Stony slope/hilly bushes (non-economical)</td><td>Besout 07 Estate: Field # PM09F Block 41</td><td>19.12 ha</td></tr><tr><td>Conserv. 3: Stony slope/hilly bushes (non-economical)</td><td>Besout 07 Estate: Field # PM09G Block 51</td><td>29.91 ha</td></tr><tr><td colspan="2">Total</td><td>60.03 ha</td></tr></table>	Conservation area ID & Type	Estate & Location	Area	Conserv. 1: Abandoned palm in peat soil (non-economical)	Besout 06 Estate: Field # PM16X Block 08	11.00 ha	Conserv. 2: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09F Block 41	19.12 ha	Conserv. 3: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09G Block 51	29.91 ha	Total		60.03 ha	Complied
Conservation area ID & Type	Estate & Location	Area																
Conserv. 1: Abandoned palm in peat soil (non-economical)	Besout 06 Estate: Field # PM16X Block 08	11.00 ha																
Conserv. 2: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09F Block 41	19.12 ha																
Conserv. 3: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09G Block 51	29.91 ha																
Total		60.03 ha																

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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). - Critical (Major) compliance -</p>	As above, no HCV presence within Besout POM Complex except for the identified conservation areas and no new planting.	Complied
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	NA	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified). - Critical (Major) compliance -</p>	As above, no HCV presence within Besout POM Complex except for the identified conservation areas and no new planting.	Complied
7.12.5	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	As above, no HCV presence within Besout POM Complex except for the identified conservation areas which were located within FGV owned area with no rights of local communities.	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	<p>agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>		
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>Based on the reassessment report of HCV & Biodiversity for Besout POM Complex June 2023, it was concluded that no RTE presence within Besout complex.</p> <p>Notwithstanding, monitoring was conducted as per records of RTE sightings report.</p>	Complied
7.12.7	<p>The status of HCVs, HCS forests after 15 November 2018, other natural ecosystems, peatland conservation areas and RTE species is monitored. Outcomes of this monitoring are fed back into the management plan.</p> <p>- Minor compliance -</p>	<p>As above, no HCV presence within Besout POM Complex except for the identified conservation areas.</p> <p>Notwithstanding monitoring was conducted as per sample Besout 07 Estate: <i>Pemantauan Kawasan Zon Pemampam</i> (Monitoring of Buffer Zone); FGVPM/F(PAS-03)/3.1 for presence/occurrence/trace of following:</p> <ul style="list-style-type: none"> - Signboard, spraying, manuring, erosion, pollution, fire & trespassing <p>Peat Maintenance:</p> <ul style="list-style-type: none"> - Laporan Lawatan Semakan Kawasan Gambut Ladang FGVPM Besout 06 Dan 07; Date: 2/2/2024 - Based on SOP Pengurusan Tanah Gambut; Peat Soil Management; SOP # FGV/FGVPM/SOP/PAS-10; Version # 0.0; Effective date: 12/12/2023; for: - Control water table at optimum level for maximize growing & production of oil palm - To flow excess water to avoid flooding 	Complied

RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none">- To reduce soil subsidence and GHG emission- To avoid irreversible drying that lead to peat fire Fire monitoring																
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>As above, neither any new land clearing nor new planting in Besout 06 Estate and Besout 07 Estate. A reassessment has been conducted by FGV Holdings Group Sustainability Department personnel as per report of HCV & Biodiversity for Besout POM Complex June 2023.</p> <p>The reassessment study concluded that no HCV presence within Besout complex. Notwithstanding, there were few areas categorised as conservation areas as following:</p> <table><tr><th>Conservation area ID & Type</th><th>Estate & Location</th><th>Area</th></tr><tr><td>Conserv. 1: Abandoned palm in peat soil (non-economical)</td><td>Besout 06 Estate: Field # PM16X Block 08</td><td>11.00 ha</td></tr><tr><td>Conserv. 2: Stony slope/hilly bushes (non-economical)</td><td>Besout 07 Estate: Field # PM09F Block 41</td><td>19.12 ha</td></tr><tr><td>Conserv. 3: Stony slope/hilly bushes (non-economical)</td><td>Besout 07 Estate: Field # PM09G Block 51</td><td>29.91 ha</td></tr><tr><td colspan="2">Total</td><td>60.03 ha</td></tr></table>	Conservation area ID & Type	Estate & Location	Area	Conserv. 1: Abandoned palm in peat soil (non-economical)	Besout 06 Estate: Field # PM16X Block 08	11.00 ha	Conserv. 2: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09F Block 41	19.12 ha	Conserv. 3: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09G Block 51	29.91 ha	Total		60.03 ha	Complied
Conservation area ID & Type	Estate & Location	Area																
Conserv. 1: Abandoned palm in peat soil (non-economical)	Besout 06 Estate: Field # PM16X Block 08	11.00 ha																
Conserv. 2: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09F Block 41	19.12 ha																
Conserv. 3: Stony slope/hilly bushes (non-economical)	Besout 07 Estate: Field # PM09G Block 51	29.91 ha																
Total		60.03 ha																

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in 2023 for Besout Palm Oil Mill and supply base was calculated using the PalmGHG Calculator version 4.0. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in 2023 for Besout Palm Oil Mill and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	1.31
PK	1.31

Extraction	%
OER	19.80
KER	5.25

Production	t/yr
FFB Process	248,640.00
CPO Produced	49,235.28
PK Produced	13,062.58

Land Use	Ha
OP Planted Area	4,168.11
OP Planted on peat	496.92
Conservation (forested)	0
Conservation (non-forested)	60.03
Total	4,664.74

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	40,676.43	0.62	0	0	0	0	40,676.43	0.62
CO ₂ Emission from fertilizer	3,186.39	0.05	0	0	0	0	3,186.39	0.05
NO ₂ Emission	5,594.67	0.09	0	0	0	0	5,594.67	0.09
Fuel Consumption	334.53	0.01	0	0	0	0	334.53	0.01
Peat Oxidation	23,838.36	0.37	0	0	0	0	23,838.36	0.37
Crop Sequestration	-37,824.25	-0.58	0	0	0	0	-37,824.25	-0.58
Conservation Sequestration	0	0	0	0	0	0	0	0
Total	41,400.80	0.65	0	0	45,504.27	0	41,400.80	0.65

RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	166,588.80	0.67
Fuel Consumption	420,643.64	1.69
Grid Electricity Utilization	1,301,148.04	5.23
Export of Grid Electricity	0	0
Sales of PKS	0	0
Sales of EFB	0	0
Total	0	0

Summary of Kernel Crusher Emission and Credit (if applicable)

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

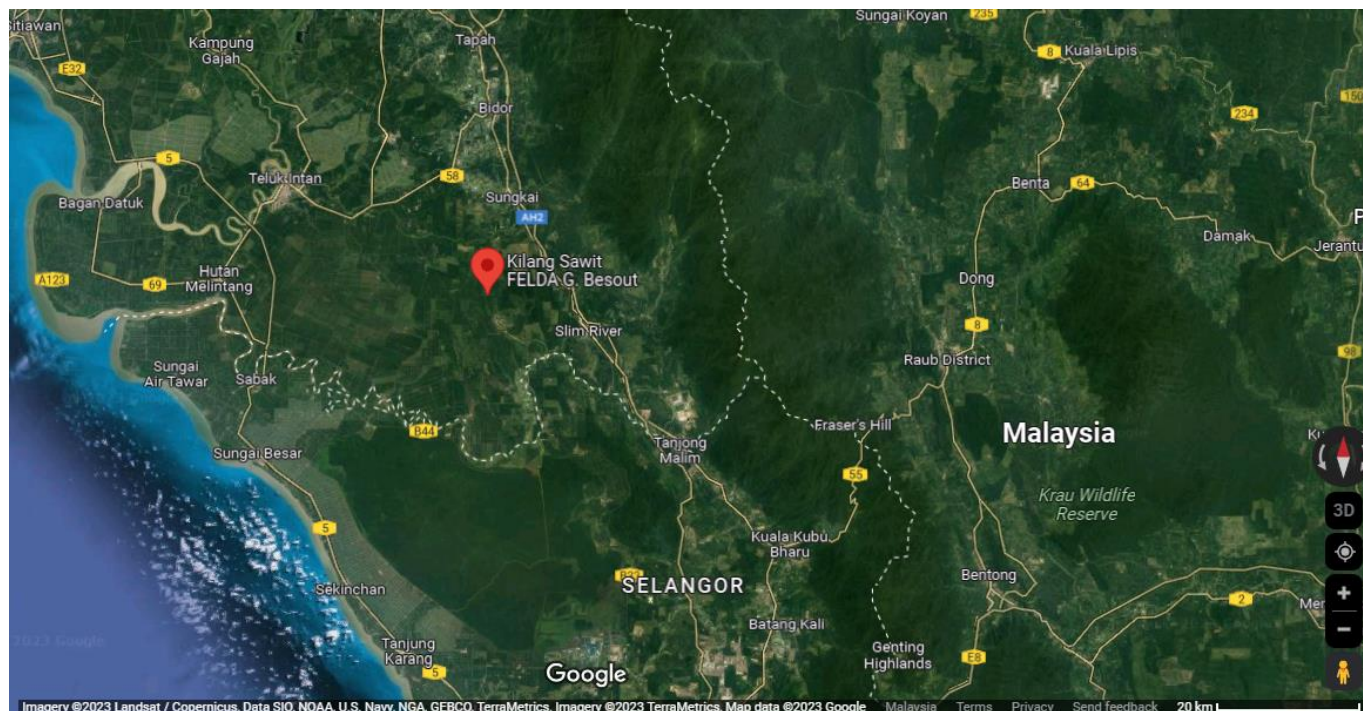
*This mill has no kernel crusher operation.

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

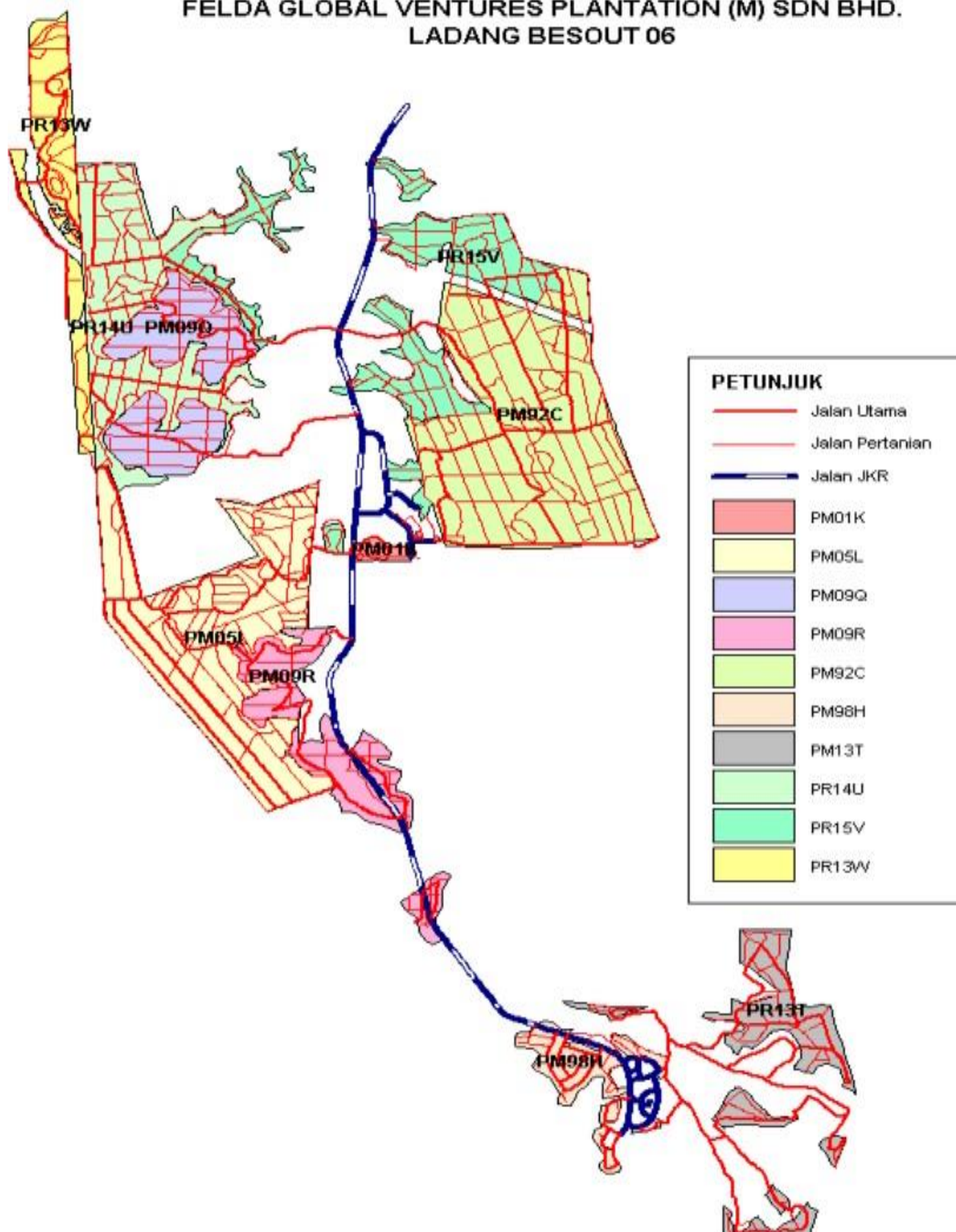
POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0
Divert to methane captured (energy generation) (%)	0

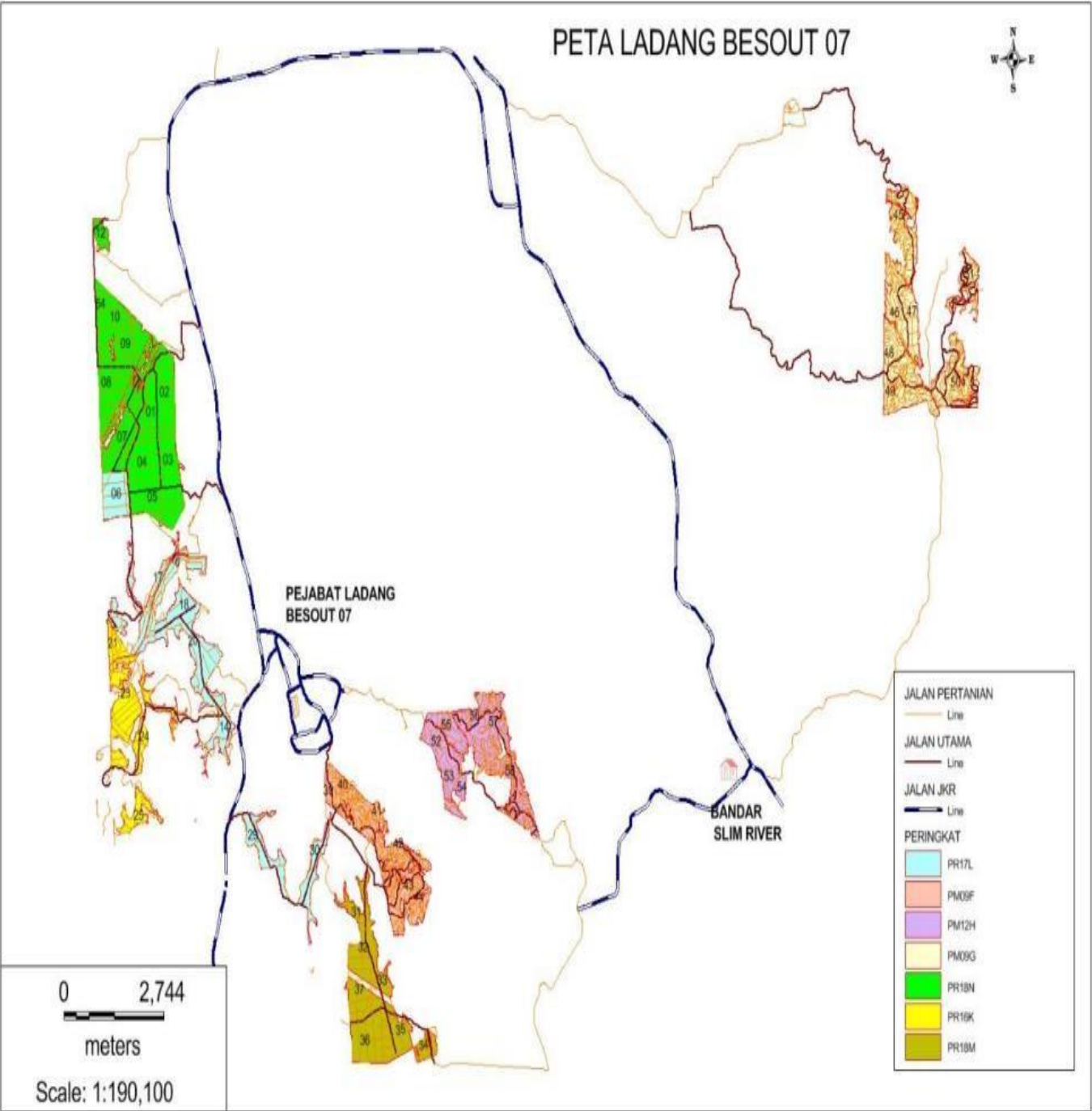
RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map

FELDA GLOBAL VENTURES PLANTATION (M) SDN BHD.
LADANG BESOUT 06



RSPO P&C Public Summary Report

Revision 15 (Nov 2023)

Appendix E: List of Smallholder Registered and/or sampled

Not Applicable

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