

**RSPO PRINCIPLE AND CRITERIA
PUBLIC SUMMARY REPORT**

- Initial Assessment**
- Annual Surveillance Assessment** (Choose an item.)
- Recertification Assessment (RA 1)**
- 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. – Kulai Palm Oil Mill
Location of Certification Unit: FELDA Taib Andak, Kulai 81000, Johor, Malaysia
Date of Final Report: 26/03/2024

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 (not applicable for ISS)	7
11. Summary of Actual Volume sold	8
12. Independent Smallholders Certified Tonnage / Volume	9
13. Independent Smallholders Actual Sold Tonnage / Volume	9
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	18
3.1 Multiple Management Units and Time Bound Plan.....	18
3.2 Progress of scheme smallholders and/or outgrowers.....	23
3.3 Details of Nonconformities	55
3.3.1 Status of Nonconformities Previously Identified and Observations.....	61
3.3.2 Summary of the Nonconformities and Status	68
3.4 Stakeholders and previous land owner / user consultation.....	68
3.5 Impartiality and conflict of interest	70
Formal Signing-off of Assessment Conclusion and Recommendation	71
Appendix A: Summary of Findings	74
Appendix B: GHG Reporting Executive Summary	196
Appendix C: Location Map of Certification Unit and Supply bases.....	198
Appendix D: Estate Field Map.....	199
Appendix E: List of Smallholder Registered and/or sampled	200
Appendix F: List of Abbreviations.....	201

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. – Kulai Palm Oil Mill		
Location / Address	FELDA Taib Andak, Kulai 81000, Johor, Malaysia		
Website	Home - FGV Holdings Berhad		
Management Representative	Ameer Izyanif Bin Hamzah	E-mail	ameer.h@fgvholdings.com
Telephone	03-27890497	Facsimile	03-27890440

2. Certification Information			
Certificate Number	RSPO 693237	Certificate Start Date	19/02/2024
Date of First Certification	19/02/2019	Certificate Expiry Date	18/02/2029
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	The objective of the assessment was to conduct a recertification assessment of the existing certification to ensure the elements of the proposed scope of registration and the requirements of the management standard are effectively addressed by the organisation's management system.		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input type="checkbox"/> Annual Surveillance Assessment (ASA Choose an item.) <input checked="" type="checkbox"/> Recertification Assessment (RA 1) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input 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	30mt/hr
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input 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 693239	Malaysian Sustainable Palm Oil Part3: General principles for Plantations and Organized Smallholders	BSI Services Malaysia Sdn. Bhd.	11/06/2024
MSPO 693238	Malaysian Sustainable Palm Oil Part 4: General Principles for Palm Oil Mills	BSI Services Malaysia Sdn. Bhd.	11/06/2024
MSPO SCCS-TCI-014-2020-01	Malaysian Sustainable Palm Oil Supply Chain Certification Standard (MSPO SCCS-01) (November 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 Kulai Palm Oil Mill	FGV Palm Industries Sdn Bhd (FGVPISB), Kilang Sawit Kulai, FELDA Taib Andak 81000 Kulai, Johor, Malaysia	1° 44' 21.00" N	103° 38'50.00" E
FGV AS Bukit Besar/ Taib Andak Estate	FGV Agri Services Sdn Bhd, Stesen Penyelidikan Bukit Besar, 81450 Kulai, Johor, Malaysia	1° 44' 31.00" N	103° 38' 48.00" E

5. Description of Supply Base					
New Planting Development	<input checked="" type="checkbox"/> No		<input type="checkbox"/> Yes		
Estate / Smallholders	Total Planted (Mature + Immature) (ha)	HCV (ha)	Infrastructure & Other (ha)	Total Area (ha)	% of Planted
FGV AS Bukit Besar/ Taib Andak Estate	44.38	0.00	11.53	55.91	94.08
Total	44.38	0.00	11.53	55.91	

Note: Adjustment on planted hectare due to resurvey conducted at Jan 2023 (Planted 44.38 ha, Infrastructure 3.31 Ha and Seed Garden 8.22 Ha)

6. Plantings & Cycle						
Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		

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

FGV AS Bukit Besar/ Taib Andak Estate	0.00	44.38	0.00	0.00	44.38	0.00
Total (ha)	0.00	44.38	0.00	0.00	44.38	0.00

7. Summary of Certified Tonnage of FFB (Own Certified Scope)				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb'23 – Jan'24)	Actual (Nov'22 – Oct'23)		Forecast (Feb'24 – Jan'25)
		Previous license period (Nov'22- Jan'23)	Current license period (Feb'23 – Oct'23)	
FGV AS Bukit Besar/ Taib Andak Estate	1,181.00	281.50	835.51	1,200
Total	1,181.00	1,117.01		1,200

8. Summary of Certified Tonnage of FFB (from other certified unit(s))				
Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Feb'23 – Jan'24)	Actual (Nov'22 – Oct'23)		Forecast (Feb'24 – Jan'25)
		Previous license period (Nov'22- Jan'23)	Current license period (Feb'23 – Oct'23)	
Not applicable since there is no crop diversion from other certified unit.				
Total				

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Feb'23 – Jan'24)	Actual (Nov'22 – Oct'23)		Forecast (Feb'24 – Jan'25)
		Previous license period (Nov'22- Jan'23)	Current license period (Feb'23 – Oct'23)	
Felda Taib Andak	N/A	10197.84	38455.45	N/A
Felda Bukit Batu		3269.46	8313.36	
Felda Ulu Tebrau		4318.52	17581.52	
Felda Inas Utara		3315.14	5836.02	
Fpsb Ladang Inas Selatan		2694.27	6929.18	

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

Din Bin Mohamad		727.57	1915.57	
Bingan Jaya Sdn Bhd		720.39	2389.3	
Eng Huat Latex Concentrate Sdn. Bhd.		5579.51	14559.28	
Che Yu Trading Sdn Bhd		10.97	110.92	
Md Fadzir Bin Mohd Lajim.		336.56	769.76	
Zainon Binti Amir		0.00	0.00	
Sa'aron @ Sa'roni Bin Mahfoz		0.00	0.00	
Heng Loong Oil Palms Sdn Bhd		0.00	0.00	
Tongkang Transport & Trading Sdn Bhd		2731.61	3607.89	
Guan Leng Trading Sdn Bhd		0.00	896.93	
Th Huat Trading		0.00	833.03	
Total	N/A	136,100.05		N/A

9A. Monthly Records of Certified and Uncertified FFB Received since the last audit				
No.	Month - Year	Volume of FFB from certified supply base (mt)	Volume of FFB from uncertified supply base (mt)	Total FFB/Month (mt)
1	Nov'22	123.61	12,701.04	12,824.65
2	Dec'22	101.37	11,459.77	11,561.14
3	Jan'23	56.52	9,736.21	9,792.73
4	Feb'23	40.03	8,825.37	8,865.4
5	Mar'23	39.66	7,894.05	7,933.71
6	Apr'23	54.72	8,502.82	8,557.54
7	May'23	93.75	11,785.81	11,879.56
8	June'23	88.38	10,798.61	10,886.99
9	July'23	112.52	15,636.23	15,748.75
10	Aug'23	141.35	13,623.91	13,765.26
11	Sep'23	128.11	12,811.05	12,939.16
12	Oct'23	136.99	12,325.18	12,462.17
	TOTAL	1117.01	136,100.05	137,217.06

RSP0 P&C Public Summary Report
Revision 15 (Nov 2023)

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Feb'23 – Jan'24)	Actual (Nov'22 – Oct'23)		Forecast (Feb'24 – Jan'25)
	<i>Previous license period (Nov'22- Jan'23)</i>	<i>Current license period (Feb'23 – Oct'23)</i>	
FFB	FFB		FFB
1,281.00 mt	281.50 mt	835.51 mt	1,200.00 mt
	TOTAL	1,117.01 mt	
CPO (OER: 21.00%)	CPO (OER: 19.89 %)		CPO (OER: 21.00%)
240.40 mt	58.64 mt	163.50 mt	253 mt
	TOTAL	222.14 mt	
PK (KER:5.08 %)	PK (KER:5.05 %)		PK (KER:5.20 %)
65.11 mt	14.90 mt	42.17 mt	62.40 mt
	TOTAL	57.07 mt	

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	Nov'22	22.18	6.22
2	Dec'22	25.30	5.62
3	Jan'23	11.16	3.06
4	Feb'23	7.18	2.11
5	Mar'23	7.04	2.23
6	Apr'23	10.73	3.15
7	May'23	19.14	4.98
8	June'23	13.76	3.36
9	July'23	21.74	5.54
10	Aug'23	29.78	7.56
11	Sep'23	22.58	5.70
12	Oct'23	31.55	7.54
	TOTAL	222.14	57.07

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

11. Summary of Actual Volume sold					
Current License period (Jan'23-Oct'23)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	0.00	0.00	0.00	163.50	163.50
PK (MT)	0.00	0.00	0.00	42.17	42.17
Credits	0.00	0.00	0.00	0.00	0.00
Previous License period (Nov'22- Jan'23)					
CPO (MT)	0.00	0.00	0.00	58.64	58.64
PK (MT)	0.00	0.00	0.00	14.90	14.90
Credits	0.00	0.00	0.00	0.00	0.00

Note: All volumes sold as conventional as this is also a mix with other uncertified CPO

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)
	Not applicable			
TOTAL				

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)
	Not applicable			
TOTAL				

11C. Records of CPO & PK Sold as conventional since the last audit (if any)			
No.	Buyers Name	CPO Sold (MT)	PK Sold (MT)
1.	XXX_2023-2024	222.14	57.07
TOTAL			

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

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
	Not applicable		
TOTAL			

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

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

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

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

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)
TOTAL							

Section 2: Assessment Process

Certification Body:

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

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

2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **14-17/11/2023**. The audit programme is included as Section 2.3. Where applicable, prior to the initial certification and recertification audit, 30 days Public Notification was made through the RSPO and BSI website on **08/10/2023** ([RSPO-Public-Notification Recertification FGV-Kulai-Palm-Oil-Mill-Supply-Base English.pdf](#))

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 **01/02/2024**. 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 certification unit 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 (Re-Certification)	Year 2 (ASA1-1)	Year 3 (ASA1-2)	Year 4 (ASA1-3)	Year 5 (ASA1-4)
FGVPISB Kulai Palm Oil Mill	√	√	√	√	√
FGV AS Bukit Besar/ Taib Andak Estate	√	√	√	√	√

Tentative Date of Next Visit: November 14, 2024 – November 17, 2024

Total Number of Man-days: 10.50 Man-days

2.2 BSI Assessment Team

Name	Role	Competency
Mohd Razaleigh bin Mohamad (MRM)	Team Leader	<p>Education: He graduated Bachelor (Scs.) Plantations Management and Agrotechnology from Universiti Teknologi Mara (UiTM) in 2012.</p> <p>Work Experience: He gained his working exposure in the plantations sector, serving as Senior Assistant Manager with Tradewinds Plantations Berhad from 2012 until 2017 and has been doing audit for RSPO P&C, MSPO, since 2017 until now.</p> <p>Training attended: He has successfully completed ISO 9001:2015 (2020), ISO 14001:2015 (2017), ISO 45001:2018 (2021), Endorsed RSPO P&C Lead Auditor Course (2018), Endorsed MSPO P&C Lead Auditor Course (2017), Social Accountability SA8000 (2019), Endorsed RSPO Independent Smallholder (IHS), (2022).</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 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</p>

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

		<input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)
Hafriazhar Mohd Mokhtar (HMM)	Team Member	<p>Bachelor of Engineering (Hons.) Chemical Engineering, UTM</p> <p>Work Experience: Environmental Officer (2002-2003), Mill Engineer (2003-2008), Project Control Engineer (2008-2011), Auditor/Client Manager (2011-present)</p> <p>Training attended: Social Auditing & SMETA Training (2021), ISO 45001 LA Training (2018), RSPO LA Training (2017), RSPO SCCS LA Training (2016), RSPO P&C LA Training (2015), ISO 9001 LA Training (2013), ISO 50001 LA Training (2012), 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:</p> <p><input checked="" 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>
Nor Halis Abu Zar (NHAZ)	Team Member	<p>He holds Bachelor of Science, Plantation Technology and Management, graduated from Universiti Teknologi Mara</p> <p>Work Experience: He started his career as Assistant Manager at Kulim Plantations Sdn. Bhd. managing the day to day plantation operations. In his career at Kulim Plantation, He had accumulated more than 6 years of sustainability implementation experience including workers' welfare, workers' occupational, health & safety, environment conservation and protection at buffer areas and continuous improvement management plans.</p> <p>Training attended: He is a qualified Lead Auditor for MS2530:2013 and has accumulated more than 300 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia. He has completed ISO IMS 9001, 14001 Lead Auditor Course in January 2019, MSPO 2530:2013 Lead Auditor Course in February 2019 and endorsed RSPO Lead Auditor Course in October 2020</p> <p>Language proficiency: He is fluent in both verbal/written in Bahasa Malaysia and English</p> <p>Aspect covered in this audit:</p> <p><input type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input type="checkbox"/> Supply chain requirements <input type="checkbox"/> Social <input checked="" 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)

Dr. Suhaili Sahari	Peer Reviewer	<p>Education: Graduated from University Technology Mara (UiTM), Malaysia in Diploma in Science in 1990. He furthers his first degree in B.Sc (Hons) in Chemistry with Industrial Chemistry in 1995 from Liverpool University, England. He later advances his study in Master in Business Administration (General) in 2002 and graduated in 2005 from University of Multimedia, Malaysia. Completed his PhD from University Science Islam Malaysia (Faculty of Economy and Muamalat - Management) under the supervision of previous University Vice Chancellor Dato' Mohd Muda.</p> <p>Work Experience: Worked with Hong Leong Group of Companies as a production executive cum TQM facilitator and continues to advance in his career as a manager and senior manager in management, production, training and quality for more than 11 years. During his tenure with Hong Leong Group of Companies, he heavily involved in strategic management decision issues such as developing SWOT analysis, Vision, Mission, Business and Corporate Strategy formulation, Acquisition and restructuring strategies. Strategic actions and implementation etc. Then he joint Kumpulan Guthrie and Sime Darby Group of Companies for more than 7 years as a manager, heads of department and Assistant Vice President in management, quality and training. Part of his duty is to strategies the departmental vision; mission, critical success factors and action plan into actions and support the corporate strategic plan.</p> <p>Training attended:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor and Internal Auditor 2. ASI reviewer training 3. Safety and Health 4. ISO 14001:2015 Standard 5. RSPO Standards: RSPO P&C 2018 MY-NI 2019 6. MSPO Standards : MS 2530 : 2013 part 1, 2 , 3 and 4 7. Problem Solving Technique : 8 D, ICC, QCC, Systematic PS 8. HACCP MS 1480:2019 9. GAP Standard : Global GAP, Euro GAP
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Accompanying Persons:

Name	Role
Fahmi Bin Othman	Observer

2.3 Assessment Plan

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

Date	Time	Subjects	MRM	AB	HMM
		Travel from Kuala Lumpur to Kulai	√	√	√

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

Date	Time	Subjects	MRM	AB	HMM
Monday, 13/11/2023		Overnight at Kulai	√	√	√
Tuesday 14/11/2023	0900-0930	Opening meeting: • Opening presentation by audit team leader Confirmation of assessment scope and finalize audit plan (including stakeholder's consultation)	√	√	√
	0930-1300	<u>FGVPI Kulai POM</u> Inspection: FFB receiving, warehouse, workshop, wastes management & Landfill, Effluent Ponds, OSH & ERP, Environment issues, POME application, water treatment. Laboratory, weighbridge and palm product storage area, staff, workers and contractor interview, housing and facility inspection, clinic, etc	√	√	√
	1300-1400	Lunch break			
	1400-1630	<u>FGVPI Kulai POM</u> Document Review P1 – P7: SOPs, Supply chain forCPO mill, Review on SEIA documents and records,wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	1630-1700	Interim closing meeting	√	√	√
Wednesday 15/11/2023	0900-1300	<u>FGVPI Kulai POM</u> Document Review P1 – P7: SOPs, Supply chain forCPO mill, Review on SEIA documents and records,wage records, employee data, training records, legal permits, mill inspection and internal monitoring records, CIP & implementation.	√	√	√
	1000-1200	Stakeholders` consultation Meeting with stakeholders (Government, villagerep, smallholders, Union Leader, contractor etc.)	√	√	√
	1300-1400	Lunch break			

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

Date	Time	Subjects	MRM	AB	HMM
	1400-1630	FGV AS Bukit Besar/Taib Andak Estate Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	1630-1700	Interim closing	√	√	√
Thursday 16/11/2023	0900-1300	FGV AS Bukit Besar/Taib Andak Estate Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, Schedule waste management, worker housing, clinic, Landfill etc.	√	√	√
	1000-1200	Lunch			
	1300-1400	FGV AS Bukit Besar/Taib Andak Estate 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.)	√	√	√
	1400-1630	Interim closing meeting	√	√	√
Friday 17/11/2023	0930-1100	FGVPI Kulai POM 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.	√		
	1100-1130	Preparation for closing meeting	√		
	1130-1200	Closing meeting	√		

Major Non-conformities closure visit plan

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

Date	Time	Subjects	MRM
Wednesday, 31/01/2024		Travelling from Kuala Lumpur to Kulai	✓
Thursday, 01/02/2024	0900 - 0915	Opening Meeting: <ul style="list-style-type: none"> • Opening Presentation by Audit team leader. • Confirmation of assessment scope and finalize Audit plan 	✓
	0915 - 1130	Verification on Major NC closure evidence. Document review, site observation, workers/stakeholder interview (individual and group session) for: <ul style="list-style-type: none"> • 2422020-202311-M1 • 2422020-202311-M2 	✓
	1130 - 1200	Closing meeting - conclusion and recommendation	✓

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
<p>Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?</p>	<p>The plan is inclusive of all current subsidiaries, estates and mills as per time bound plan FY2021. As stated, the management of FGV Holdings Berhad has plan to certify all the complexes starting from 2017 until 2021. The updated time bound plan dated 16 Jan 2023 shows that the plan spans from year 2017 until 2023.</p>	<p>Complied</p>
<p>Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021</p>	<p>33 complexes have been certified from 2017 – 2019 as shown in the TBP. Remaining 35 mills have undergone internal audit.</p> <p>The time bound plan is behind the scheduled due to tendering process which CB appointment based on yearly selection together with re-suspension by RSPO Complaint Panel for certification processes for all FGV’s uncertified units for unsatisfactory findings on non-compliance of the Complaints Panel Decision dated 28/11/2018. (https://www.rspo.org/news-and-events/news/rspo-statement-regarding-complaints-panel-decision-on-felda-global-venture-holdings)</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared with the CP and confirms no evidence of systemic/systematic labour violations. <p>FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV’s 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the</p>	<p>Complied</p>

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

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

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

<p>Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?</p>	<p>Slight changes to the time-bound plan since the last audit i.e. stretched to 2023 due to RSPO complaint panel on suspension of FGV. Moreover, FGVPI KS Jerangau Baru have ceased operation effective 01/01/2021 and has been removed from the time bound plan. There are also rationalization plans for FGVPM estates which to be concluded in June 2021. Latest RSPO-approved TBP dated 16 Jan 2023.</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>There are no lapses in implementation of the plan.</p>	<p>Complied</p>
<p>Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised</p>	<p>There are no fundamental failure in implementation of the plan.</p>	<p>Complied</p>
<p>Un-Certified Units or Holdings</p>		
<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. However, there is one issue reported by Chain Research Reaction regarding HCV clearance in Kalimantan. On 25/04/2017, FGV has briefed the issue to RSPO Secretariat which they claimed they only planted on less than 100Ha on a shallow depth. On 08/06/2022, the CP's decision Letter with regards to the Post Complaint's status is available in the RSPO website. 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. The status of NPP for various new plantings was available.: In summary, (1) Development cannot proceed due to HCV area in Ladang Tembangau 05. (2) Development stopped at PT TAA, Kalimantan due to allegation by Chain Reaction. (3) Did not proceed with development at Asian Plantation Limited.</p>	<p>Complied</p>
<p>Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.</p>	<p>No land conflict. There were 4 LUCA submitted to RSPO and 2 LUCA review was completed and 3 concept note required as per the RSPO RaCP tracker. FGVPM Tenggaroh 12 and FGVPM Rantau Abang 02, the area that been cleared is 432.55 ha in 2013/2014</p>	<p>Complied</p>

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

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

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

	<p>FGV has also established three One-Stop-Center in sourcing country of workers namely Lombok (Indonesia); Chennai (India) and Kolkata (India) where workers go through pre-departure training programme (which is conducted in collaboration with local labour department); interview and selection process. FGV is continuously conducting a socialization programme comprising a serious of engagement sessions involving various stakeholders. Given the size of FGV’s operations and the large number of its mills and plantations, the socialization programme has being carried out in phases in different locations starting June 2019.</p> <p>These action plans being developed and implemented throughout FGV units to mitigate the issues highlighted in the complaints particularly to labour related issues, and its progress report being reporting quarterly to RSPO Secretariat and can be referred on FGV Sustainability website: https://www.fgvholdings.com/sustainability/reports-updates/.</p> <p>Further to the action plans, RSPO CP has also carried out verification audits through its appointed Certification Bodies to assess the implementation and the effectiveness of the action plans. On the latest development of the verification audit by RSPO COP, another round of assessment being conducted by an independent certification bodies (CB) appointed by RSPO to assess and verify the implementation of the action plan at six FGV units. The exercise being carried out since November 2020. The current status is waiting final report from CP as RSPO has informed FGV Holdings Berhad after meeting conducted on 06/12/2021.</p> <p>FGV has implemented the RSPO Complaints Panel (CP)’s directives of November 2018 and January 2020 respectively, and audits to verify FGV’s implementation of the CP’s directives were conducted between January and April 2021 by an independent auditor appointed by the RSPO. FGV was made to understand by the RSPO Secretariat that the audit report was submitted to the CP in July 2021.</p> <p>On 28 July 2022, the CP provided their decision, as follows:</p> <ul style="list-style-type: none"> i. that the suspension of FGV’s P&C certificate for Kilang Sawit Serting and its Supply Bases is lifted; ii. that the suspension of certification processes for FGV’s uncertified complexes will remain in force until the summary of ELEVATE’s findings are shared 	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

	with the CP and confirms no evidence of systemic/systematic labour violations. FGV has begun the re-certification process for Kilang Sawit Serting. At the moment, 30 of FGV's 67 complexes are RSPO-certified. FGV has made all the necessary preparations and is ready to resume the certification process once certification suspension is lifted.	
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.	Yes, there have positive assurance statement from internal certification unit. All 67 complexes have conducted internal audit in Year 2022. Seen the internal audit done by Sustainability Compliance and Certification Department (SCCD). In 2023, out of 37 uncertified CUs, one of them (Nilam Permata – 31/12/2022) had ceased operation. Left 36 CUs – IA had been conducted for 30 CUs	Complied
Are there any Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the last internal audit of the uncertified estates? If yes is the NC(s) actively addressed with RSPO?	There are Critical (Major) non-compliance raised against any of the RSPO P&C criterion 2.1 4.2, 4.4, 4.5, 4.6, 4.7, 4.8 and 7.12 during the internal audits. These issues are addressed through internal audit action plan and implemented phased by phased (according to the timeline) by project. Evidence are available through internal audit reports and NC was actively address with RSPO Secretariat. Refer TBP Approval dated 16/01/2023.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Stakeholders are being engaged during stakeholders consultation which are being carried out during social impact assessment (SIA). Issues raised during the session are being recorded and actions/resolutions being handled by respective projects.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification?	Not applicable as there is no smallholder scheme under FGVPI Kulai Certification Unit.	Not Applicable

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

<p>OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.</p>		
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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP <i>(Only applicable when revision is made)</i>			
								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>		Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 06	3,565.72	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 08	1,704.53	Certified	2017	2017	2022	No			
<i>Kompleks Selancar B</i>	<i>Malaysia</i>	Ladang FGVPM Selancar 09	2,960.36	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Selendang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVPM Berabong 01	1810.32	Certified	2017	2017	2022	No			

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

<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Berabong 02 (LADANG RASIONALISASI)	1290.91	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVM Selendang 03	2,204.34	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 04	2,251.52	Certified	2017	2017	2022	No			
<i>Kompleks Selendang</i>	<i>Malaysia</i>	Ladang FGVP Selendang 05	1,804.06	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Bukit Sagu</i>		Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 04	3406.50	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 06	1766.44	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 07	2204.74	Certified	2017	2017	2022	No			
<i>Kompleks Bukit Sagu</i>	<i>Malaysia</i>	Ladang FGVP Bukit Sagu 08	2233.28	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Keratong 9</i>		Certified	2017	2017	2022				
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVP Bera Selatan 05	2785.60	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 Bera Selatan 07	2281.30	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Keratong Timur	1281.20	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVPM Merchong 01	1,634.94	Certified	2017	2017	2022	No			
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang Bera Selatan 06 (LADANG RASIONALISASI)	1879.22	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate (From Non certified area - Tementi complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Keratong 9</i>	<i>Malaysia</i>	Ladang FGVAS Merchong	381.85	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Lepar Utara 6</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 05	1819.02	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 07	2,259.90	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 08	2,445.33	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 09	2,825.19	Certified	2017	2017	2022	No			

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

<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 10	1,722.46	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 11	1,622.39	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 14	1,497.24	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 12 (LADANG RASIONALISASI)	1794.53	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Utara 6</i>	<i>Malaysia</i>	Ladang FGVPM Lepar Utara 13 (LADANG RASIONALISASI)	1,545.17	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Maokil</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Maokil</i>		Certified	2017	2017	2022				
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 06	2,957.22	Certified	2017	2017	2022	No			
<i>Kompleks Maokil</i>	<i>Malaysia</i>	Ladang FGVPM Maokil 07	2,625.08	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kemasul</i>		Certified	2017	2017	2022				
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 01	2,770.48	Certified	2017	2017	2022	No			
<i>Kompleks Kemasul</i>	<i>Malaysia</i>	Ladang FGVPM Mengkarak 02	2,334.95	Certified	2017	2017	2022	No			

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

<i>Kompleks Krau</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Krau</i>		Certified	2017	2017	2022				
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang FGVM Krau 02	2252.13	Certified	2017	2017	2022	No			
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 03 (LADANG RASIONALISASI)	2,828.01	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Krau</i>	<i>Malaysia</i>	Ladang Krau 04	2,186.14	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Lepar Hilir</i>		Certified	2017	2017	2022				
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 5	2,889.54	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 6	2,646.97	Certified	2017	2017	2022	No			
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 7 (LADANG RASIONALISASI)	2,317.04	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Lepar Hilir</i>	<i>Malaysia</i>	Ladang Lepar Hilir 8	1,412.79	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVI Triang</i>		Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVM Triang 2	1682.62	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVM Triang 4	2371.09	Certified	2017	2017	2022	No			

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

<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 1	1695.87	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Triang Selatan 2 (LADANG RASIONALISASI)	1641.91	Certified	2017	2017	2022	No			
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 01	2027.46	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New Certification by RSPO CP	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 02 (LADANG RASIONALISASI)	1279.82	Not Certified	2019		2022	Yes	2023	Rasionalisasi Estate & Suspension New Certification by RSPO CP (Combine with non Certified Area)	
<i>Kompleks Triang</i>	<i>Malaysia</i>	Ladang FGVPM Bera Selatan 04	1880.15	Not Certified	2019		2022	Yes	2023	Rasionalisasi mills (Transfer from non certified complex) & Suspension New	

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

										Certification by RSPO CP	
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Kechau B</i>		Certified	2017	2017	2022				
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Telang 01	2258.75	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Chegar Perah 02	2613.66	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 02	2076.09	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 03	2532.78	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 06	2756.97	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 07	2937.49	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 08	2385.21	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 09	2689.42	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 10	2680.58	Certified	2017	2017	2022	No			
<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVPM Kechau 11	2934.70	Certified	2017	2017	2022	No			

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

<i>Kompleks Kechau B</i>	<i>Malaysia</i>	Ladang FGVAS Telang	572.80	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Palong Timur</i>		Certified	2017	2017	2022				
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 4 (LADANG RASIONALISASI)	2,486.83	Not Certified	2017		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 5	2,028.31	Certified	2017	2017	2022	No			
<i>Kompleks Palong Timur</i>	<i>Malaysia</i>	Ladang FGVPM Palong Timur 6	2,760.89	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Besout</i>		Certified	2017	2017	2022				
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 06	2383.19	Certified	2017	2017	2022	No			
<i>Kompleks Besout</i>	<i>Malaysia</i>	Ladang FGVPM Besout 07	2910.47	Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Neram</i>		Certified	2017	2017	2022	No			
<i>Kompleks Neram</i>	<i>Malaysia</i>	Ladang FGVPM Cherul 03	2772.19	Certified	2017	2017	2022	No			
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	<i>Kilang Sawit FGVPI Chini 3</i>		Certified	2017	2017	2022				
<i>Kompleks Chini 3</i>	<i>Malaysia</i>	Ladang FGVPM Chini Timur 4	1465.45	Certified	2017	2017	2022	No			

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

<i>Kompleks Chini 3</i>	Malaysia	Ladang FGVPM Terapai 01	2169.07	Certified	2017	2017	2022	No			
<i>Kompleks Chiku</i>	Malaysia	<i>Kilang Sawit FGVPI Chiku</i>		Certified	2018	2018	2022				
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 04	2144.70	Certified	2018	2018	2022	No			
<i>Kompleks Chiku</i>	Malaysia	Ladang FGVPM Chiku 08	1931.57	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 2</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 2</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 2</i>	Malaysia	Ladang FGVPM Bera Selatan 03	2766.42	Certified	2018	2018	2022	No			
<i>Kompleks Keratong 3</i>	Malaysia	<i>Kilang Sawit FGVPI Keratong 3</i>		Certified	2018	2018	2022				
<i>Kompleks Keratong 3</i>	Malaysia	Ladang FGVPM Keratong 11	1196.40	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	<i>Kilang Sawit FGVPI Kerteh</i>		Certified	2018	2018	2022				
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVPM Semaring 01	1246.47	Certified	2018	2018	2022	No			
<i>Kompleks Kerteh</i>	Malaysia	Ladang FGVAS Kerteh	111.95	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	<i>Kilang Sawit FGVPI Kota Gelanggi</i>		Certified	2018	2018	2022				
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS PPTR	2379.69	Certified	2018	2018	2022	No			
<i>Kompleks Kota Gelanggi</i>	Malaysia	Ladang FGVAS Kota Gelanggi 5	1382.79	Certified	2018	2018	2022	No			

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

Kompleks Kota Gelanggi	Malaysia	Ladang FGVAS Kota Gelanggi 6	1440.02	Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Kilang Sawit FGVPI Jengka 21		Certified	2018	2018	2022	No			
Kompleks Jengka 21	Malaysia	Ladang FGVAS Jengka 24/25	894.79	Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Kilang Sawit FGVPI Penggeli		Certified	2018	2018	2022	No			
Kompleks Penggeli	Malaysia	Ladang FGVPM Inas Selatan	1162.02	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Kilang Sawit FGVPI Belitong		Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVPM Bukit Tongkat	1238.82	Certified	2018	2018	2022	No			
Kompleks Belitong	Malaysia	Ladang FGVAS Ulu Belitong	147.70	Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Kilang Sawit FGVPI Kulai		Certified	2018	2018	2022	No			
Kompleks Kulai	Malaysia	Ladang FGVAS Bukit Besar/ Taib Andak	55.91	Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Kilang Sawit FGVPI Adela		Certified	2018	2018	2022	No			
Kompleks Adela	Malaysia	Ladang FGVPM Kledang 02	1196.20	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Kilang Sawit FGVPI Serting Hilir		Certified	2018	2018	2022	No			

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

Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 03	2357.98	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 04 (LADANG RASIONALISASI)	1877.33	Not Certified	2018		2022	Yes	2023	Rasionalisasi Estate (From certified area)	
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 05	2178.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 07	2460.34	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 08	1754.00	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Tembangau 09	1286.11	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVPM Serting Hilir 09	1948.44	Certified	2018	2018	2022	No			
Kompleks Serting Hilir	Malaysia	Ladang FGVAS Serting Hilir	306.39	Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Kilang Sawit FGVPI Bukit Kepayang		Certified	2018	2018	2022	No			
Kompleks Bukit Kepayang	Malaysia	Ladang FGVPM Terapai 03	2512.73	Certified	2018	2018	2022	No			
Kompleks Tenggaraoh	Malaysia	Kilang Sawit FGVPI Tenggaraoh		Certified	2018	2018	2022	No			
Kompleks Tenggaraoh	Malaysia	Ladang FGVPM Tenggaraoh 09	3119.10	Certified	2018	2018	2022	No			
Kompleks Tenggaraoh	Malaysia	Ladang FGVPM Tenggaraoh 11	1927.64	Certified	2018	2018	2022	No			
Kompleks Tenggaraoh	Malaysia	Ladang FGVPM Tenggaraoh 13	1643.63	Certified	2018	2018	2022	No			

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

Kompleks Nitar	Malaysia	Kilang Sawit FGVPI Nitar		Certified	2018	2018	2022	No			
Kompleks Nitar	Malaysia	Ladang FGVPM Nitar Timur	2,241.97	Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Kilang Sawit FGVPI Waha		Certified	2018	2018	2022	No			
Kompleks Waha	Malaysia	Ladang FGVPM Bukit Aping Selatan	1536.03	Certified	2018	2018	2022	No			
Kompleks Aring A	Malaysia	Kilang Sawit FGVPI Aring A		Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 2	2073.16	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVPM Aring 3	1995.77	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	

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

Kompleks Aring A	Malaysia	Ladang FGVP Aring 4	2749.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 5	1393.24	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 6	2060.12	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 07 (LADANG RASIONALISASI)	2249.29	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP
Kompleks Aring A	Malaysia	Ladang FGVP Aring 8	2600.80	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia

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

										Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVP Aring 10	2192.37	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVP Aring 11	1791.57	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Aring A	Malaysia	Ladang FGVP Aring 15	1180.41	Not Certified	2017			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Kilang Sawit FGVPI Chalok		Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New	

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

										Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVP Setiu 1	1618.55	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Chalok	Malaysia	Ladang FGVP Setiu 2 (LADANG RASIONALISASI)	1471.29	Not Certified	2018			Yes	2023	Recert Due to Mutu Agung Malaysia Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Kilang Sawit FGVPI Serting		Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Serting Hilir 8	1712.29	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 17	2,153.52	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues	

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

										and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 18	1,949.80	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 19 (LADANG RASIONALISASI)	1,476.75	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 20 (LADANG RASIONALISASI)	2,169.50	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Serting	Malaysia	Ladang FGVP Palong 21	1,344.42	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	

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

Kompleks Serting	Malaysia	Ladang FGVP Tembangau 06	2410.65	Not Certified	2018			Yes	2023	Recert Due to WSJ Issues and Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Kilang Sawit FGVP Jerangau Barat		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Rantau Abang 1	1,957.59	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Rantau Abang 2	1,392.78	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Jerangau Barat	Malaysia	Ladang FGVP Chador 1	2709.05	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Kilang Sawit FGVP Kalabakan		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVP Kalabakan Selatan	2850.24	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kalabakan	Malaysia	Ladang FGVP Kalabakan Utara 01	2231.00	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks Hamparan Badai	Malaysia	Kilang Sawit FGVPI Hamparan Badai		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 21	2,135.33	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 22	2,559.59	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 23	2,322.20	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 24	2,055.87	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 26	1,845.40	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 27 (LADANG RASIONALISASI)	1,755.29	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 28	2,784.35	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 31	1,895.19	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 32 (LADANG RASIONALISASI)	1,763.39	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 33	2,111.90	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVPM Sahabat 34	1,839.46	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Hamparan Badai	Malaysia	Ladang FGVAS Sahabat 59	1,000.43	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Kilang Sawit FGVPI Umas		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 05	1772.49	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Umas	Malaysia	Ladang FGVPM Umas 06	1473.91	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks Kembara Sakti	Malaysia	Kilang Sawit FGVPI Kembara sakti		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 30	2,159.94	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 35	2,191.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 40	2,035.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 41	2,660.44	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 42	2,645.03	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 43	1,810.61	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang FGVPM Sahabat 53	2,060.13	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Kembara Sakti	Malaysia	Ladang GGVPM Sahabat 54	1768.08	Not Certified	2020			Yes	2023	Suspension New	

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

										Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Kilang Sawit FGVPI Mercu Puspita		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 07	2,580.72	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 46	3,706.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 48	2,243.27	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 08 (LADANG RASIONALISASI)	2,497.25	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVAS Sahabat 06	348.21	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 50	3,649.68	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 51	2,545.89	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks Mercu Puspita	Malaysia	Ladang FGVPM Sahabat 52	2,296.75	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Kilang Sawit FGVPI Lancang Kemudi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 36	3,493.95	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 38	2,622.28	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 39	2,284.67	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 44	1,501.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 45	2,086.96	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Lancang Kemudi	Malaysia	Ladang FGVPM Sahabat 10	2,176.55	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks Embara Budi	Malaysia	Kilang Sawit FGVPI Embara Budi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 11	2,504.40	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FVPM Sahabat 12	2,042.53	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 17	2,386.31	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 18 (LADANG RASIONALISASI)	1,774.81	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 20	1,815.30	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 25	2,249.45	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVPM Sahabat 56	1,897.24	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Embara Budi	Malaysia	Ladang FGVAS Sahabat 17	1,862.22	Not Certified				Yes	2023	Suspension New	

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

										Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Kilang Sawit FGVPI Baiduri Ayu		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 09	2,038.00	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 16	1,718.57	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Baiduri Ayu	Malaysia	Ladang FGVPM Sahabat 55	1,547.34	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggara Timur	Malaysia	Kilang Sawit FGVPI Tenggara Timur		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggara Timur	Malaysia	Ladang FGVPM Tenggara Timur 02	2999.50	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Tenggara Timur	Malaysia	Ladang FGVPM Tenggara Timur 12	2788.86	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Kilang Sawit FGVPI Sempadi		Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 01	1,361.82	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 03	1,286.35	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 04	2,009.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 05	1,388.15	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks Sempadi	Malaysia	Ladang FGVPM Sempadi 06	1,761.90	Not Certified	2020			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn Bhd (Oil Mill)		Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian Fico Plantations Sdn. Bhd	2144.88	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Subok Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	

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

Kompleks PUP	Malaysia	Orico Plantations Sdn. Bhd	1902.06	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pendirosa Plantations Sdn. Bhd	2023.47	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Kuril Plantations Sdn. Bhd	808.17	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Hillco Plantations Sdn. Bhd	3267.10	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Pontian United Plantations Bhd	1584.01	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
Kompleks PUP	Malaysia	Rawajaya Plantation Sdn Bhd	1167.50	Not Certified	2019			Yes	2023	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Tanah Emas Oil Palm Processing Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	North	3486.87	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	Central A	1813.32	Not Certified	2021			Yes	2024	Suspension New	

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

										Certification by RSPO CP	
TEOPP Mill	Malaysia	Central B	1820.14	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
TEOPP Mill	Malaysia	South	2689.59	Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Asian Plantation Milling Sdn Bhd		Not Certified	2021			Yes	2024	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Fortune Plantation Sdn Bhd	1729.55	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	BJ Corporation Sdn Bhd	2330.03	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Incosetia Sdn Bhd	2333.34	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Asian Plantation Mill	Malaysia	Kronos Plantation Sdn Bhd	2140.24	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Selancar 2A	Malaysia	Kilang Sawit FGVPI Selancar 2A		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	

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

Kompleks Bukit Mendi	Malaysia	Kilang Sawit FGVPI Bukit Mendi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 3	Malaysia	Kilang Sawit FGVPI Jengka 3		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Jengka 8	Malaysia	Kilang Sawit FGVPI Jengka 8		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Padang Piol	Malaysia	Kilang Sawit FGVPI Padang Piol		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Seroja (Jengka 18)	Malaysia	Kilang Sawit FGVPI Seroja (Jengka 18)		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tementi	Malaysia	Kilang Sawit FGVPI Tementi		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Tersang	Malaysia	Kilang Sawit FGVPI Tersang		Not Certified	2019			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Chini 2	Malaysia	Kilang Sawit FGVPI Chini 2		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Panching	Malaysia	Kilang Sawit FGVPI Panching		Not Certified	2020			Yes	2024	Suspension New	

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

										Certification by RSPO CP	
Kompleks Kemahang	Malaysia	Kilang Sawit FGVPI Kemahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Mempaga	Malaysia	Kilang Sawit FGVPI Mempaga		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Sg. Tenggi	Malaysia	Kilang Sawit FGVPI Sg. Tenggi		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Trolak	Malaysia	Kilang Sawit FGVPI Trolak		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Pasoh	Malaysia	Kilang Sawit FGVPI Pasoh		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Kahang	Malaysia	Kilang Sawit FGVPI Kahang		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Air Tawar	Malaysia	Kilang Sawit FGVPI Air Tawar		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
Kompleks Lok Heng	Malaysia	Kilang Sawit FGVPI Lok Heng		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	

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

Kompleks Semenchu	Malaysia	Kilang Sawit FGVP1 Semenchu		Not Certified	2020			Yes	2024	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Tawai 01	2209.97	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVP1 Lawin	2,578.94	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
NORTHERN REGION	Malaysia	Ladang FGVAV Chuping	127.85	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
Kompleks Paloh	Malaysia	Ladang FGVP1 Paloh	1,331.80	Certified				Yes	2025	Suspension New Certification by RSPO CP	
PT Citra Niaga Perkasa	Indonesia	PT Citra Niaga Perkasa	14385.00	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	
PT Temilia Agro Abadi	Indonesia	PT Temilia Agro Abadi	8193.06	Not Certified	2021			Yes	2025	Suspension New Certification by RSPO CP	

3.3 Details of Nonconformities

The nonconformities are listed below. The findings summary of the assessment by criteria are listed in Appendix A. During this Assessment there were 2 (Two) Critical; 1 (One) Minor nonconformities and 0 (Zero) Opportunity For Improvement raised. The *key in certification unit name* Certification unit submitted Corrective Action Plans for the nonconformity. Corrective action plans with respect to the nonconformity was reviewed by the BSI audit team and accepted.

The implementation of the corrective action plans to address the minor nonconformity will be followed up during the next surveillance assessment (not applicable for RSPO ISH standard/audit). 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 #	2422020-202311-M1	Issued Date	17/11/2023
Due Date	17/02/2024	Closure Date	01/02/2024
Indicator & Category (Critical / Minor)	6.2.3 (Major)		
Statement of Nonconformity:	<ol style="list-style-type: none"> Overtime has not been paid according to Employment Act 1955 Inconsistent rate of contribution for SOCSO and not according to Employees' Social Security Act 1969 (Act 4) 		
Requirement Reference:	(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. - Critical (Major) compliance -		
Objective Evidence:	<p><u>FGVPI Kulai POM</u> According to information gathered during worker interviews, one employee mentioned that his overtime hours were converted into annual leave due to surpassing the overtime limit. The worker expressed concern regarding the timing for leave application and disagreed with the current practice. Further verification was conducted by reviewing pay slips for August '23 and September '23, as well as overtime records for the same period, which confirmed the worker's statement. An interview with the account clerk revealed that overtime had indeed been deducted and converted to annual leave. This is not in line with statement that has been stipulated with Employment Act 1955 60(A)(3) (a) <i>For any overtime work carried out in excess of the normal hours of work, the employee shall be paid at a rate not less than one and half times his hourly rate of pay irrespective of the basis on which his rate of pay is fixed.</i></p> <p><u>FGVAS Taib Andak Estate/Bukit Besar Estate</u> Sample of pay slips has been verified by auditor for months July'23, August'23, September'23 and October'23 and found that the SOCSO contribution has not been paid according to Employees' Social Security Act 1969 (Act 4) which stated that <i>The Contribution Rate is set at a rate of 1.25% of the monthly salary for foreign workers and is paid monthly by the employer only, referring to the</i></p>		

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

	<p><i>Contribution Schedule for the Second Category for coverage under the Skim Bencana Kerja PERKESO (SBKP).</i></p> <p>Detail of sample pay slips as per below</p> <p>Workers ID:PB0019xxxxx October'23 Total salary: RM1,968.83 Rate of contribution as per 2nd table": RM24.40 Actual rate contribution: RM21.90 Difference: RM2.50</p> <p>September'23 Total salary: RM2,204.70 Rate of contribution as per 2nd table": RM29.40 Actual rate contribution: RM25.60 Difference: RM3.80</p> <p>Workers ID: PB0011xxxxx September'23 Total salary: RM2,091.08 Rate of contribution as per 2nd table": RM25.60 Actual rate contribution 24.40 Difference: RM1.10</p> <p>Major Nonconformities has been raised for incompliance of legal requirement as per stated above.</p>
<p>Corrections:</p>	<ol style="list-style-type: none"> 1) Discussion on amendment the Overtime Policy in accordance with the Employment Acts by HR Group. 2) Training to JTK Officer regarding deduction SOCSO by Group Finance Officer. 3) To do correction for underpaid contribution for Dec 2023 4) Estate to liaise with SOCSO Johor Bahru to confirm reimburse underpaid contribution
<p>Root Cause Analysis:</p>	<ol style="list-style-type: none"> 1) The policy allows staffs to take replacement leave (Deducted 6 hours overtime). 2) Contribution on SOCSO are in charge by JTK HQ FGVAS, due to lack of understanding, the JTK officer deducted amount of the SOCSO not including total amount (exclude OT)
<p>Corrective Actions:</p>	<ol style="list-style-type: none"> 1) Provide continuous explanation and training to staffs regarding updated regulations annually. 2) FGVAS JTK to update the estate regarding optimal time frame to resolve the issue. 3) To prepare checklist to monitor and differentiate workers in term of leave and overtime payment
<p>Assessment Conclusion:</p>	<p>Verification</p>

FGVPI Kulai POM

1. Discussion with human resources department has been conducted on 24/01/2024 located at Wisma FGV to discuss issues to amend the current Overtime policy. Outcome the meeting is human resources department agreed to amend the policy and will initiate the process of amendment. The meeting has been attended by head of human capital development, head of employee engagement & facility management, senior manager transaction center and manager for industrial relations and Human Capital Business Partner.
2. Monitoring of workers overtime has been monitored through the document "Rumusan KLM November 2023 Pengajian" and sample has been taken for September'23, October'23, November'23 and December'23
3. Sample of pay slips for sample workers has been verified and there is evidence that reimbursement has been made in December'23 for workers ID: 012xxxxx.
4. Dashboard KLM has been utilized as part of mechanism to monitor workers overtime where the system will notify if there overtime exceed the limits. Other than that, the system can sort out workers with highest overtime every month to ensure that there is no overtime exceed the limit.

FGVAS Taib Andak Estate/Bukit Besar Estate

1. Training to all JTK under FGV AS that has been conducted though MS Team done by Nor Hasniza bt Mohamed Shukri . The training included SOCSO contribution and EPF contribution calculation. 3 representatives from FGV AS attended the training which are Mr Shamsuddin Abdul Aziz, Muhammad Hamdan bin Ab Ghani and Ikhwan Shafirul Zaharee. Interview with them has been conducted and they able to demonstrate their understanding on the training that has been conducted.
2. Meeting with PERKESO Johor Bharu, Puan Nur Atikah Shafarah has been done on 17/01/2024 to get her point of view and action need to be taken by the management on the underpaid contribution.
3. SOCSO reimbursement for November'23 and December'23 has been done on 01/02/2024 (Evidence of contribution)
4. Sample of pay slips taken and verified for 2 sample workers for January'24 where the has been verified that contribution has been made accordingly.
 - Worker A
Salary: RM2,032.85
Contribution: RM25.60
 - Workers B
Salary: RM2,046.16
Contribution: RM25.60

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

	CAP has been effectively implemented and evidence provided/verified is sufficient to close the Major Non conformities
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Non-conformity														
NCR Ref #	2422020-202311-M2	Issued Date	17/11/2023											
Due Date	17/02/2024	Closure Date	01/02/2024											
Indicator & Category (Critical / Minor)	3.6.2 (Major)													
Statement of Nonconformity:	Monitoring of the H&S plan to address health and safety risks to people was insufficient.													
Requirement Reference:	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.- Critical (Major) compliance -													
Objective Evidence:	<p><u>FGVPISB Kulai POM:</u> - Based on the report of Chemical Health Risk Assessment (CHRA) for FGVPISB Kulai POM; DOSH Reg. # JHK2029; Report Ref. # HQ/10/ASS/00/8-2023/063 by Occumed Consultancy & Services Sdn. Bhd. Noise Risk Assessor: Dr. Yasriza Bin Yahaya; DOSH Reg. # HQ/10/ASS/00/8; Assessment Date: 8/8/2023, it was recommended by the Assessor for the mill lab to conduct the Chemical Exposure Monitoring of installed General Exhaust Ventilation (GEV) and the mill to provide the result to assessor for the determining of medical surveillance of lab personnel involved in the lab sampling analysis using Hexane & n-Hexane. However, no evidence of GEV exposure monitoring conducted by the mill as of the on-site audit date. Furthermore, verification with Safety Data Sheet for Hexane (Section 8. Exposure Controls) recommended that the Engineering control for its use is via Local Exhaust Ventilation (LEV).</p> <p><u>FGVASSB Taib Andak Estate:</u> Based on the report of Noise Risk Assessment (Initial) Report; Ref. # NRA/1122/002/FGVTAIBANDAK for FGVASSB Taib Andak Estate; DOSH Reg. # JH/09/04/3361 by Active ESH Sdn. Bhd. Noise Risk Assessor: Najiyatul Munirah Binti Md Yasin; DOSH Reg. # HQ/22/PEB/00/00065; Assessment Date: 3/11/2022, it was recommended that the identified high noise source from FFB loading by Badang were to be control as following - 9.0 Recommendation – Table 9.1 Recommendation of Control Measure:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Noise source</th> <th style="width: 25%;">Control measure</th> <th style="width: 25%;">Existing control</th> <th style="width: 25%;">Recommended control</th> </tr> </thead> <tbody> <tr> <td rowspan="2" style="text-align: center;">Badang engine (for FFB loading)</td> <td style="text-align: center;">Engineering</td> <td style="text-align: center;">Not available</td> <td style="text-align: center;">Study to install glass enclosure at cabin</td> </tr> <tr> <td style="text-align: center;">Administrative</td> <td style="text-align: center;">Not available</td> <td style="text-align: center;">No recommendation</td> </tr> </tbody> </table>			Noise source	Control measure	Existing control	Recommended control	Badang engine (for FFB loading)	Engineering	Not available	Study to install glass enclosure at cabin	Administrative	Not available	No recommendation
Noise source	Control measure	Existing control	Recommended control											
Badang engine (for FFB loading)	Engineering	Not available	Study to install glass enclosure at cabin											
	Administrative	Not available	No recommendation											

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

			PHP	Earplug (NRR: 24dB)	Minimum NRR: 10dB Maintain current PHP
			Others	Not available	<ul style="list-style-type: none"> - Provide training annually. - Conduct audiometric testing annually. - Display signage "Hearing Protecting Zone"
	<p>However, during the field visit in the FFB harvesting and loading operation location of Taib Andak Estate, it was sighted the the Badang driver did not wear any PHP while operating the Badang. Interview with the driver revealed that he has been issued with the PHP (earplug) but forgot to bring it. Furthermore, no display of "Hearing Protecting Zone" signage found on the Badang during field visit.</p>				
Corrections:	<ol style="list-style-type: none"> 1) Conduct training, medical surveillance and Chemical Exposure Monitoring to all involved staff. 2) Eliminate / Do not use GEV while mill management provide proper solution and discuss in EPMC meeting regarding this issue. 3) Mandore and supervisor will be reminded to ensure all workers wear a suitable PPE as per HIRADC as well as to stick display signage on hearing protecting zone at Badang 				
Root Cause Analysis:	<ol style="list-style-type: none"> 1) Management was found to have no monitoring mechanism for the management for GEV Usage where the understanding among Lab Assistants was not based on safety guidelines. 2) Lack of monitoring by supervisor on PPE wearing among workers as well as no action to display signage on hearing protecting zone at Badang 				
Corrective Actions:	<p>Training evaluation to be conducted post training to evaluate the understanding of the workers.</p>				
Assessment Conclusion:	<p>Verification</p> <p>FGVPISB Kulai POM:</p> <ol style="list-style-type: none"> 1. Medical surveillance records conducted to all workers that handling the GEC that has been done on 27/12/2023 by Klinik Shah, Kuantan and the report still pending due in circumstance reason. 2. Minutes meeting of environment performance monitoring committee (EPMC) sighted that has been conducted on 22/12/2023 chaired by Mr Khairul Azuan bin Rosli to discuss issues on eliminating General Exhaust Ventilation (GEV) since there is no approval. 				

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

	<ol style="list-style-type: none"> 3. Evidence that General Exhaust Ventilation (GEV) has been removed based on the site visit. 4. Training records on chemical exposure monitoring and medical surveillance conducted on 27/12/2023 that has been conducted by Dr. Ahmad Ikhwan Shah bin Akhtar Ali. Interview with workers, show that they can demonstrate their understanding the training that has been conducted. 5. Training evaluation has been conducted 27/12/2023 and verified based on the training evaluation records and all the workers achieved 95% understanding <p>FGVAS Taib Andak Estate/Bukit Besar Estate</p> <ol style="list-style-type: none"> 1. Training to all mandore and supervisor has been done on 23/01/2024 on PPE usage that has been done Mr Abdul Jalil, supervisor. As per interview with the workers, they can demonstrate their understanding on PPE usage. 2. Training evaluation has been conducted 27/12/2023 and verified based on the training evaluation records and all the workers achieved 95% understanding 3. As per site visit, As per site visit, confirm that sticker of hearing protecting zone has been pasted at Badang. <p>CAP has been effectively implemented and evidence provided/verified is sufficient to close the Major Non conformities.</p>
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Non-conformity			
NCR Ref #	2422020-202311-N1	Issued Date	17/11/2023
Due Date	Next ASA	Closure Date	Open
Indicator & Category (Critical / Minor)	3.4.2 (Minor)		
Statement of Nonconformity:	Social and environmental management plan has not been properly established.		
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. - Minor Compliance -		
Objective Evidence:	<p>FGVPI Kulai POM</p> <ol style="list-style-type: none"> 1. As per new Social & Environment Impact Assessment (SEIA) Kulai Complex dated January 2023 by Sustainability Compliance & Certification Department, Group Sustainability Division, FGV Holdings Berhad, there is no evidence that management plan has been prepared by the management units as per Procedure SIA Report dated 09/08/2018 Section 3.0 Analysis Social Impact. 		

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

	2. The EIA assessment of environmental management and monitoring plans 2023 has not include the following activities
Corrections:	1) Retraining for Person in charge based on SOP EIA & SIA 2) Prepare on management Plan SEIA 3) Update EIA Assessment and Monitoring plans
Root Cause Analysis:	Lack of understanding of person in charge for prepare on management plan for SEIA
Corrective Actions:	To discuss in Management meeting for monitoring and implementation of SEIA Plan regularly every 6 months once.
Assessment Conclusion:	The CAP submitted found adequate to address the non-conformity. The effectiveness of CAP implementation will be assessed during next assessment.

Opportunity for Improvements	
OFI #	Description
OFI 1	NIL

Positive Findings	
PF #	Description
PF 1	Good arrangement for audit visit and high commitment by Sustainability Department and unit's person in charge.
PF 2	Good positive relationship maintained and highlighted by internal and external stakeholders

3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2274388-202211-M1	Issued Date	11/11/2022
Due Date	09/02/2023	Closure Date	31/01/2023
Indicator & Category (Critical / Minor)	3.4.3 - Critical		
Statement of Nonconformity:	The Environmental Management Plan established is not effectively implemented		
Requirement Reference:	The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.		
Objective Evidence:	The mill has identified monsoon drain and pollution control device (oil trap) clogged/silted with dirt/sand/garbage as activities that have significant impacts. Sighted during site visit at monsoon drain near scheduled waste store, it was noted		

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

	<p>that the monsoon drain was clogged/silted. The water from the monsoon drain flow pass the oil trap to the field drain. It was also sighted that the contaminated water and residue from oil trap cleaning activities was left besides the oil trap.</p>
Corrections:	<ol style="list-style-type: none"> 1. The mill conducts the cleaning of clogged/silted monsoon drain immediately. 2. The contaminated residue from oil trap cleaning were collected, stored and disposed accordingly
Root Cause Analysis:	<ol style="list-style-type: none"> 1. No regular monsoon drain cleaning schedule at Palm Oil Mill 2. No monitoring from the supervisor in charge. 3. The reviewed of the management plan conducted without feedbacks from the person in charge 4. The training on monsoon drain cleaning work procedures was not effective
Corrective Actions:	<ol style="list-style-type: none"> 1. Established pictorial monsoon drain cleaning work procedures 2. Appointed person in charge to conduct the cleaning in the monsoon drain and divided into sections 3. Appointed the supervisors to monitor the cleanliness and conditions of the monsoon drain 4. Preparing the cleaning schedule of the monsoon drain area in the factory 5. Prepare completed check paper for monitoring of work done after completing the work. 6. Conduct cleaning training at the monsoon drain area to mill workers
Assessment Conclusion:	<p>Major Non-conformity verification visit.</p> <ol style="list-style-type: none"> 1. FGVPI FGVPI SB Kulai Palm Oil Mill has conducted training on monsoon drain cleaning on 12/01/2023 2. The mill has established pictorial work procedure on monsoon drain cleaning and displayed at the monsoon drain area. The procedure were communicated to the workers during the training conducted. 3. The mill has established monsoon drain cleaning scheduled FY 2023 4. The mill has appointed PIC to ensure the monsoon drain always in good condition as per "Senarai semak kebersihan Zone 3-Monsoon Drain". The Zone 3 leader conducted inspection on the monsoon drain on daily basis. Reviewed the inspection records for January 2023. 5. Sighted during site visit the monsoon drain, the condition was satisfactory and the signage on pictorial work procedure on monsoon drain cleaning was displayed. 6. The mill has clean up the monsoon drain. The waste from the cleaning was stored in the Scheduled Waste Store under SW 422. The inventory was notified to DOE through ESWISS. Reviewed the inventory in ESWISS for the month of November and December 2022. 7. The workplace inspection report will be included in the environmental performance meeting agenda. Reviewed the agenda of minutes meeting to be conducted in February 2023. <p>Based on the site verification documented evidences provided on 18/01/2023, in additional with the verification offsite on 31/01/2023 for additional of the CAP found verified to be sufficient to address the Major NC. Hence, Major NC closed on 31/01/2023.</p>

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

Effectiveness Closure (for previous audit closed Critical NC):	<p>Established pictorial monsoon drain cleaning work procedures</p> <ol style="list-style-type: none"> a) Work procedure established and displayed in office and workshop building. b) Appointed person in charge to conduct the cleaning in the monsoon drain and divided into sections. The PIC appointed as follows via letter 04/06/2023 issued by the Mill Manager <ol style="list-style-type: none"> i. En Mohamad Nurfirdaus Abd Hadi - PIC Senggaraan ii. En Mohamad Ailiee Zailee – Foreman c) Appointed the supervisors to monitor the cleanliness and conditions of the monsoon drain d) Weekly cleaning being practised by the mill. However subject to severity of the clogged drain condition and the frequency to be increased. All cleaning are recorded in a checklist maintained by the Shift Supervisor. e) Training was conducted dated 06/11/2023 titled Pengendalian Scheduled Waste and also has emphasized on the SW in the monsoon drain attended by 9 mill personnel. <p>Thus the NCR raised is closed and concluded.</p>
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Previous Audit Critical (Major) Non-conformity			
NCR Ref #	2274388-202211-M2	Issued Date	11/11/2022
Due Date	09/02/2023	Closure Date	31/01/2023
Indicator & Category (Critical / Minor)	3.6.1 – Critical		
Statement of Nonconformity:	The implementation and monitoring of risk control was not adequate		
Requirement Reference:	All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented		
Objective Evidence:	<ol style="list-style-type: none"> 1. The implementation and monitoring of risk controls was not adequate. Evidence as below. <ol style="list-style-type: none"> a. Found rotating machinery parts were not properly concealed as seen the rotating parts had covers which were badly broken and eroded. b. Oxygen and Acetylene tanks that were used for welding works in the mill were not equipped with flashback arrestors as a precaution against gas leaks. 2. Annual audiometric testing was conducted on 25/06/2022 for 21 employees in from the mill at NIOSH. The results indicated that 16 workers had Standard Threshold Shift (STS) and required to undergo retest within 3 months (90 days) of the initial test. The retest was conducted on 05/11/2022 which has exceeded the 3 months period (131 days). 		
Corrections:	<ol style="list-style-type: none"> 1. Reinstall the rotating machinery cover after the repair is completed. 2. Installing the flashback arrestor on the Oxygen and Acetylene tank before it can be used. <p>The factory management issued instructions/alerts to the safety committee to conduct immediate discussing audiometric issues without having to wait for the next safety meeting.</p>		

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

Root Cause Analysis:	<ol style="list-style-type: none"> 1. No monitoring from the Head of Division after the completion of the machine repair work. 2. The training on risk control established in the HIRARC was not effective. <p>The monitoring on the results and recommendation from the risk assessment and monitoring test conducted was not effective.</p>
Corrective Actions:	<ol style="list-style-type: none"> 1. Monitoring of completion of work is carried out using the completed form of work certified by the head of the division. 2. Conduct training to the officers involved and paste visual control on the working equipment. 3. To include the risk control established in the HIRARC into work place inspection checklist 4. To conduct training to the workers on on risk control established in the HIRARC on timely basis to ensure the satisfactory awareness <p>To conduct the review on the results of audiometric test, medical surveillance and etc. by the Safety and Health committee once received the results</p>
Assessment Conclusion:	<p>Major Non-conformity verification visit.</p> <ol style="list-style-type: none"> 1. FGVPI FGVPI SB Kulai Palm Oil Mill has repaired and reinstalled all the rotating machinery cover as sighted during site visit at Boiler Station 2. The mill monitor the completion of works and recorded in the "Laporan Kerosakan Mesin Form". The completion of work were approved by the foreman and verified by the Asst. Managers. Reviewed the form for repairing rotating machinery cover no. 1203 dated 15/11/2022. 3. The mill has conducted training on the need for flashback arrestors on 12/01/2023. 4. The mill has installed flashback arrestor at all Oxygen and Acetylene tank as sighted during site visit at the workshop, Continuous Sterilizer and Shredded Fiber Station. Noted during interview with workshop personnel, the understanding on importance of flashback arrestor was satisfactory. 5. The mill has discussed on the results of audiometric test conducted on 25/06/2022 on Safety and Health committee meeting no. 03/2022 dated 27/09/2022. Reviewed the minutes meeting. <p>The mill has included the audiometric test and retest in the Safety Legal Compliance Monitoring FY 2023.</p>
Effectiveness Closure (for previous audit closed Critical NC):	<p>The mill and estate established the OSH Plan based on the SOP Hazard Identification, Risk Assessment, & Control Determination (FGV/PUC/SOP-OSH/001, dated 01-Feb-2019), which stated that identified hazards cover all hazards from routine/non-routine activities in the workplace in normal, abnormal, and emergency situations. Hazards and risks include all work activities, use of machinery/non-machinery, all staff and employees, contract workers, visitors, people dealing with the project, and people on the FGV premises.</p> <p>Risk assessment (HIRARC) carried out on all operations, where health and safety are an issue to determine the significant hazards and implement control measures. Significant hazards determined and documented include noise exposure, pesticides/chemicals, accident, fire, fuel spillage, working at heights, working in enclosed space, hot work, lightning, electrocution, machinery, etc. Control measures include the use of PPE, fire drill training, first aid training, etc. and "permit to work system" for the mill.</p>

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

	<p>Verified that additional HIRARC reviews also made by the Safety & Health team upon occurrence of incidences or accidents. The latest review was done on 03-Jan-2023 for each operating unit. Sample for list register for HIRARC had been verified for activity at loading ramp, sterilizer, oil room, boiler, workshop, store area, land irrigation, P&D, pruning, spraying, tractor driving, buffer zone, harvesting.</p> <p>Evident from the HIRARC established that the mill and estate management adequately assessed the HIRARC documented as following:</p> <ul style="list-style-type: none"> - FGVPIB Kulai POM OSH plan includes Hazard Identification, Risk Analysis & Determined Control (HIRADC); Form # FGV/PUC-OSH/F1.2; Rev. 0; Latest review date: 5/4/2023. - FGVASSB Taib Andak Estate OSH plan includes Hazard Identification, Risk Analysis & Determined Control (HIRADC); Form # FGV/FGVPM/F (IMS 1.31; Rev. 1; Latest review date: 18/1/2023. <p>Sample HIRADC established as following:</p>																																					
	<table border="1"> <thead> <tr> <th>Mill/estate operation</th> <th>Activity</th> <th>Hazard</th> <th>Risk</th> <th>Determined control</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Lab & Despatch</td> <td rowspan="3">Lab analysis</td> <td rowspan="3">Exposed chemicals</td> <td>Corrosion</td> <td>- Ensure chemical sealed after use - PPE: rubber glove & lab coat</td> </tr> <tr> <td>Breathing difficulties</td> <td>PPE: Respirator/mask</td> </tr> <tr> <td>Eye injury</td> <td>PPE: Safety goggle</td> </tr> <tr> <td>Boiler</td> <td>Fuel/fibre top-up</td> <td>Moving prime mover (Payloadler)</td> <td>Injury</td> <td>- Effective communication - Always be alert</td> </tr> <tr> <td rowspan="3">Loading Ramp Top</td> <td rowspan="2">Shovel movement/FFB flattening/shovelling</td> <td rowspan="2">Noise</td> <td>Hearing problem</td> <td>- High noise signage - Hearing conservation briefing - Audiometric test</td> </tr> <tr> <td>Existing control: FPI-PK-004(A&B) & PPE</td> <td>Lose control of shovel</td> <td>Injury</td> <td>- Always be alert - Ensure brake & ABS functioning</td> </tr> <tr> <td></td> <td>Slippery road surface</td> <td></td> <td>Injury</td> <td>- Always be alert</td> </tr> </tbody> </table>					Mill/estate operation	Activity	Hazard	Risk	Determined control	Lab & Despatch	Lab analysis	Exposed chemicals	Corrosion	- Ensure chemical sealed after use - PPE: rubber glove & lab coat	Breathing difficulties	PPE: Respirator/mask	Eye injury	PPE: Safety goggle	Boiler	Fuel/fibre top-up	Moving prime mover (Payloadler)	Injury	- Effective communication - Always be alert	Loading Ramp Top	Shovel movement/FFB flattening/shovelling	Noise	Hearing problem	- High noise signage - Hearing conservation briefing - Audiometric test	Existing control: FPI-PK-004(A&B) & PPE	Lose control of shovel	Injury	- Always be alert - Ensure brake & ABS functioning		Slippery road surface		Injury	- Always be alert
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

					- Ensure brake & ABS functioning
			Uneven road surface	Injury	- Defensive driving training - Always be alert - Repair road
	Chemical handling	Spraying/manuring	Chemical exposure	Occupational disease	- PPE - Training
	Estate vehicle	Tractor/mechanical buffalo	Accident	Injury	- Competent training - Vehicle maintenance
	Sharp tool handling (Sickle/chisel)	Harvesting	Cut	Injury	- Sharp cover - Training
<p>Other mitigation plans and procedures are documented and implemented as per sample identified existing control as following:</p> <ul style="list-style-type: none"> - Safe Work Procedure (SWP) Boiler Operation; SWP # FPI-PK-021; Rev. date: 14/5/2022 - Safe Work Procedure (SWP) FFB Reception and Grading; SWP # FPI-PK-004(A); Rev. date: 14/5/2022; 6.0 Procedure – 6.10 Heavy machine (Shovel) driver need to ensure revolving light is switched-on and reverse sensor functioning while vehicle moving - Safe Work Procedure (SWP) Loading Ramp Operation; SWP # FPI-PK-004(B); Rev. date: 14/5/2022; 6.0 Procedure – 6.1, 6.2 & 6.3 – Cages <p>Hence, Major NC remained closed.</p>					

Previous Audit Minor Non-conformity			
NCR Ref #	2274388-202211-N1	Issued Date	11/11/2022
Due Date	Open	Closure Date	14/11/2023
Indicator & Category (Critical / Minor)	2.3.2 – Minor		
Statement of Nonconformity:	Information required for indirectly sourced FFB were not available.		
Requirement Reference:	For all indirectly sourced FFB, the unit of certification obtains from the collection centers, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.		
Objective Evidence:	For indirectly source of FFB received from collection center, the mill is still in progress to acquire the geolocation information from the collection centre and all information has not been obtained yet. Hence a minor nonconformity was raised.		

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

Corrections:	Filling in the supplier information including indirect suppliers in the form provided
Root Cause Analysis:	Lack of cooperation to obtain the information needed from FFB suppliers especially indirect suppliers.
Corrective Actions:	<ol style="list-style-type: none"> 1. Conduct meetings and briefings with FFB suppliers to obtain the necessary information. 2. To conduct due diligence monitoring to all FFB suppliers especially indirect suppliers. 3. To work with FGV Trading by conducting programs with all outside FFB suppliers to obtain the indirect suppliers information.
Assessment Conclusion:	<p>Kulai POM maintained information of indirect sourced FFB supplier as per sample as following:</p> <ul style="list-style-type: none"> - TH Huat Trading; Location/address: Lot 2041, Parit Lapis, Mukim Api-Api, 82010 Pontian, Johor; MPOB License # 617158115000; GPS for sample sub-vendor as following: <ol style="list-style-type: none"> 1) Chiew Hi Tao; MPOB License # 858942001007; Area: 1.47 ha 2) Tan Choon Seng; MPOB License # 750974001008; Area: 1.27 ha 3) Tan Seng Guan; MPOB License # 832975001007; Area: 11.18 ha - Bingan Jaya Sdn. Bhd.; Location/address: Kg. Parit Bingan, Jalan Parit Botak, 886400 Batu Pahat, Johor; MPOB License # 546328015000; GPS 1° 86' 32.86" N; 103° 11' 57.23" E <ol style="list-style-type: none"> 1) Shah Rizan Bin Basar; MPOB License # 883748001007; Area: 1.3009 ha 2) Shahriful Azmi Bin Basar; MPOB License # 883749001007; Area: 0.5416 ha 3) Suhaidah Binti Sukemi; MPOB License # 883750001007; Area: 0.8221 ha <p>Hence, Minor NC closed on 14/11/2023.</p>

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	<p>OFI Statement: Clause 6.2.1 Provision and explanation of pay slip documentation to the workers in FGV AS Bukit Besar/ Taib Andak Estate could be improved further.</p> <p>Verification / Follow-up actions: Verification has been done by the auditor through interview where all the workers can demonstrate their understanding on the pay slip documentations including salary calculation, overtime, deduction. Training has been conducted by the management and verified base on the training records conducted during the morning mustercall.</p>
OFI 1	<p>OFI Statement: Clause 6.2.4 Reporting of workers housing inspection conducted by person in-charge of FGVPISB Kulai Palm Oil Mill could be enhance further.</p> <p>Verification / Follow-up actions:</p>

	Line site inspection has been conducted on weekly basis by the person in charge and the line site inspection records maintain in the document "Rekod pemeriksaan Rumah Mingguan." which include all the requirement that need to be checked
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3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2422020-202311-M1	Major	6.2.3	17/11/2023	Closed on 01/02/2024
2422020-202311-M2	Major	3.6.2	17/11/2023	Closed on 01/02/2024
2422020-202311-N1	Minor	3.4.2	17/11/2023	Open

3.4 Stakeholders and previous land owner / user consultation

Stakeholder consultation involved internal and external stakeholders. External stakeholders were contacted by telephone to arrange meetings at a location convenient to them to discuss *FGV Kulai POM* Certification Unit’s environmental and social performance, legal and any known dispute issues.

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

Structured worker interviews with male and female workers and staff were held in private at the workplace. 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)
Contractor	Hamid Engineering	Face to face
Contractor	AR Budi	Face to face
Neighbouring estate	Pengurus Felda Taib Andak	Face to face
Government agencies	Sekolah Kebangsaan Sinar Bahagia	Face to face
Government agencies	Jabatan Tenaga Kerja Segamat	Face to face
FFB supplier (Smallholder)	Mr Wahid bin Rabu	Face to face
FFB supplier (Smallholder)	Mr. Mohamad Mahdi Ibrahim	Face to face
Union	Kesatuan Pekerja FGVPI	Face to face
Internal stakeholders	Gender committee	Face to face

Stakeholders comment	
1	<p>Feedbacks: Hamid Engineering and AR Budi</p> <p>All the contractor has been appointed through the tendering process where all the registered contractor need to submit some document and quotation for each works that has been opened for tender. All of them mentioned that the tendering process has been done transparently to all contactors. There is no issues of payment where all contractors has been paid according to payment term. They also mentioned that they has signed contract agreement that will be renewed annually with the statement of compliance of legal requirement and no force, child and trafficked labour.</p> <p>Audit Team verification and response: No further verification required.</p>
2	<p>Feedbacks: Pengurus Felda Taib Andak</p> <p>.He mentioned that good relationships has been established between both parties where he has been invited for any activities that has been conducted such as stakeholders consultations. He mentioned that he aware about the consultation and communication procedure for FGV. There is no issues of land where both estates has established clear demarcation for the boundaries.</p> <p>Audit Team verification and response: No further verification required.</p>
3	<p>Feedbacks: Sekolah Kebangsaan Sinar Bahagia</p> <p>According to the response by the head master, good relationship has been maintained by both parties. He said that they received assistance in term of man power and machineries by the POM and estate. Other than that, he mentioned that he often invited for consultation and can demonstrate their understanding on the consultation and communication procedure.</p> <p>Audit Team verification and response: No further verification required.</p>
4	<p>Feedbacks: Jabatan Tenaga Kerja Segamat</p> <p>As per interviewed, it has been confirmed that good relationships has between both parties and JTK Kota Kinabatangan has been often invited for stakeholder consultations. He also mentioned that he aware about procedure and policy that has been established. There is no issues related to labour has been highlighted and received by JTK. He also mentioned the management has consistently contacted him for consultations and advise.</p> <p>Audit Team verification and response: No further verification required.</p>
5	<p>Feedbacks: Mr Wahid bin Rabu/ Mr. Mohamad Mahdi Ibrahim</p> <p>Both supplied FFB to FGVPI Kualu POM since last years and as per interview he can demonstrate their understanding on the FFB pricing, FFB grading and he also mentioned that there is no issues in term of payment. He also mentioned that it is compulsory for him to comply with legal requirement, and not to recruit force or child labor as per agreement that has been signed.</p> <p>Audit Team verification and response: No further verification required.</p>
6	<p>Feedbacks: Kesatuan Pekerja FGVPI</p> <p>Workers representative has been interviewed for each operating units and confirmed that there is no prohibition to be member of any trade union. They also mentioned that there has been selected through election that has been conducted during morning muster call and there is no interference by the management. Meeting has been conducted and they invited to discuss any issues during the meeting and will be resolved by the management</p> <p>Audit Team verification and response: No further verification required.</p>
7	<p>Feedbacks: Gender committee</p>

	<p>5 female workers has been interviewed for each operating units and has been confirmed that there is no discrimination has been practices in the POM and estates. All of them has been paid equally and according to the minimum wages. They also mentioned that pregnancy test only been conducted for those handling chemicals when they has been delayed on menstruation. They also mentioned that they has been invited to be part of gender committee and aware the objective of the gender committee.</p> <p>Audit Team verification and response: No further verification required.</p>
8	<p>Feedbacks: Head Village Kampung Layang</p> <p>As per interview, he mentioned the history of the land of FGVPI Kulai POM and FGVASSB Taib Andak Estate which has been leased from FELDA. There is an agreement that has been signed by both parties and there is no issues of land dispute. He also mentioned that good relationship has been maintained and contribution has been provided by both operating units upon request.</p> <p>Audit Team verification and response: No further verification required.</p>

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

Not applicable since FGVASSB Taib Andak Estate has undergo 2nd cycle of replanting.

Previous land owner / user comment	
	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.



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

Formal Signing-off of Assessment Conclusion and Recommendation

The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGV Kulai POM has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGV Kulai POM is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: Mohd Razaleigh bin Mohamad	Name: Ahmad Shahrir bin Ismail
Company Name: BSI Services Malaysia Sdn. Bhd	Company Name: FGV Holdings Berhad
Title: Client Manager	Title: Senior 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>  <hr style="width: 10%; margin-left: auto; margin-right: 0;"/>
Date: 03/02/2024	Date: 27/02/2024

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

<p>The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that FGV Kulai POM has complied with the Malaysia National Interpretation 2019 of the RSPO P&C 2018 and audit criteria identified within the audit report. It is deemed that the management system has achieved its intended outcomes. Therefore, it is recommended that FGV Kulai POM is certified.</p>	
Report prepared by	Acceptance of Assessment Conclusion
Name: Mohd Razaleigh bin Mohamad	Name: Ahmad Shahrir Bin ISmail
Company Name: BSI Services Malaysia Sdn. Bhd	Company Name: FGV Holdings Berhad
Title: Client Manager	Title: Senior 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> 
Date: 03/02/2024	Date: 27/02/2024

Appendix A: Summary of Findings

Criterion / Indicator	Assessment Findings	Compliance
Principle 1: Behave ethically and transparently		
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.		
1.1.1	<p>(C) Documents that are specified in the RSPO P&C are made available to the public.</p> <p>- Critical (Major) compliance -</p>	Sighted memo for both operating units and has been posted at the notice board for reference. It also has been communicated stakeholders during the stakeholders consultations. In the memo has list out all the document that can be requested by the stakeholders not limited to. For those that has not been listed, it need to go through the management decision. All the document that has been listed can be requested through communication and consultation procedure and will be entertain by the PIC for each operating units. There is document which is also available for review in the FGV Plantations website and also at the notice board.
1.1.2	<p>Information is provided in appropriate languages and accessible to relevant stakeholders.</p> <p>- Minor compliance -</p>	There is evidence that all documents including procedure, records has been maintained in either English and Bahasa Malaysia and can be easily accessible where some the information has been posted at the notice board at both operating units (office, muster ground, entrance gate, housing compound)
1.1.3	<p>(C) Records of requests for information and responses are maintained.</p> <p>- Critical (Major) compliance -</p>	All information requests received will be recorded in the logbook that has been called "Consultation and communication logbook. As for the day of audit, there is no information request has been received, only assistance request.
1.1.4	<p>(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative.</p>	FGV has established SOP for consultation and communication from relevant stakeholders and documented in 'Komunikasi, Penglibatan dan Rundingan' with Doc. No.: FGV/ML-1A/L2-Pr12 dated

	- Critical (Major) compliance -	01/06/2016. The objective of the SOP is to establish an effective system for communication between company and stakeholder. The procedure has been explained to related stakeholders for both operating units during the stakeholders' consultations dated 27/09/2023 with attendance of various stakeholders such as local communities, government agencies. As per site visit, there is evidence that the policy and procedure has been posted at the notice board at the entrance gate, office and housing	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Stakeholders was identified and updated in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). For both operating units, stakeholder list was reviewed and updated on annual basis latest updated in September 2023 has included suppliers, contractors, service providers, school, mosque, local communities, clinics, foreign workers representatives, workers union representative, government agencies/authorities, embassy and etc.	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	FGV Group Sustainability Policy (GSP) (Policy No.: FGV/SED/POL/001 dated 17/11/2020) was established. The purpose of the policy is to establish the objectives and guideline for FGV Holdings Berhad and its Group of Compliance for the fulfilment of FGV's commitment regarding sustainability matter. Besides, Code of Business Conduct and Ethics (CoBCE) for Employees (Policy No.: FGV/GHR/POL/039, Rev. 4 dated 01/01/2020) was established which incorporated various aspect of committing to a code of ethical conduct and integrity. Supplier Code of Conduct was available in the company's website (Doc. Version: 01/05/2020) which outlined the business ethics & integrity for all the suppliers with FGV Holdings Berhad. The policies	Complied

		are accessible by the stakeholders via www.fgvholdings.com/sustainability/ . Sample such as the tendering process from domestic waste collection in 18/07/2023. Sighted approval of application tendering invitation and invitation to submit quotation has been submitted and approved by regional controller. There is evidence that invitation has been submitted to 2967 contractor that has been registered under vendor and total 1 quotation received based "Borang temurunding sebutharga" dated 25/05/2023. It has been approved at regional office by regional controller and sighted surat perintah kerja which is instruction letter to start works.	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	FGV Holdings Berhad has established Whistleblowing Policy (Policy No.: FGV/ GGD/ POL/ 001 dated 17/11/2020) to establish the rules and principles for the process of complaint management, investigation and protection for whistleblowing for FGV Holdings Berhad and its Group of Companies. The Code of Business Conduct and Ethics (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. FGV Holdings Berhad has established system to monitor compliance to the policy through internal audit which is conducted at least annually. However, there is no nonconformities has been raised related to policy for ethical conduct.	Complied
Principle 2: Operate legally and respect rights			
Criterion 2.1: There is compliance with all applicable local, national and ratified international laws and regulations.			
2.1.1	(C) The Unit of Certification complies with legal requirements - Critical (Major) compliance -	FGV Kulai Palm Oil Mill CU continued to comply with the legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and Sustainability Compliance Certification Department (SCCD) personnel. The estates and mill	Complied

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

had obtained and renewed license and permits as required by the law. Among others the licenses/permit viewed were;

FGVASSB Taib Andak/Kulai Besar Estate

	- Permit/license	Validity
1	MPOB license no 50267010-2000	31/03/2024
2	JTK - Wages deduction ref BHG.PU/9/129	Eff 30/9/2016
3	JTK - Penggajian Pekerja Asing ref 2022/05064	Eff 19/8/2022

	Kulai Palm Oil Mill - Permit/license	Validity
1	MPOB license: 50016100-4000	31/03/2024
2	MPOB license: 61830600-3000	31/05/2024
3	MPOB license: 61837801-5000	30/06/2024
4	Suruhanjaya Tenaga ref 00832	
5	Water tube boiler JH PMD 122	25/09/2024
6	BAKAJ - Water Abstraction ref 08/A/KJ/091	31/12/2023
7	Horizontal Air Receiver JH PMT 1773	12/10/2023
8	Back Pressure Steam Receiver JH PMT 10501	12/10/2023
9	Dearator Receiver JH PMT13528	12/10/2023
10	Dearator Storage Tank JH PMT13530	12/10/2023

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

11	JTK - Permit Had Kerja Lebih Masa ref. 02375	Eff 22/9/2018
12	JTK Potongan Upah ref. Bhg pu/9/129	Eff 10/4/2012
13	DOE Jadual Pematuhan - Licence no 004683	30/06/2024
14	KPDNKSH Permit diesel 21840L ref J003794	13/05/2024
15	Metrology Corporation W/B A ref D207037	Eff 09/10/23
16	Metrology Corporation W/B B ref D051134	Eff 03/01/23

All documents were including the DOSH report were sighted and verified. DOSH made machinery inspection on 16/06/2023 for the expired CF on 12/10/2023. All items were approved with DOSH issuing payment for the listed machinery bill dated 11/07/2023

Factory and Machinery Act 1967 –

The following competency requirements were verified:

	License no	Ref no	Date Registration
1	Steam Engineer G2	JKKP/2022/J802/156	23/082022
2	Engine Driver G1	J171/05	Eff 08/08/2008
3	Engine Driver G1	JH/22/EIS/01/00380	Eff 28/02/2022

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

4	Engine Driver G2	2.148/05	Eff 13/06/2005
5	Engine Driver G2	PA/113/2002	Eff 20/11/2002
6	Chargeman A4	PJ1111683	Eff 20/02/2013
7	Chargeman A0	PJ1130404	Eff 02/09/2014
8	AGTES	HQ/22/00/145498	Eff 17/03/2022
9	AESP	8 Persons	06/04/2024
10	CEPSWAM	2 Persons	Eff 16/12/2020
11	CEPPOME	00321	Eff 16/01/2023
12	FFB Grabber	5 Persons	Eff 18/05/2017
13	Fire Safety	3 Persons	Eff 30/10/2021
14	BOFA	5 Persons	07/11/2024

Note:

- a) The stack sampling was carried out by Environmental Science (M) Sdn Bhd. The mill has installed ESP commissioned in Dec 2018.
- b) The mill had obtained approval dated 10/08/2023 from DOE Johor for the extension for BOD limits until 31/12/2023 given to maximum 100 mg/l.

<p>2.1.2</p>	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <ul style="list-style-type: none"> - Minor compliance - 	<p>The CU continued to implement and maintain the established documented system for identifying, accessing, tracking and monitoring of compliance with the legal requirements that were applicable to them. The LORR is guided in SOP FGV/GSD-SR/SOP/16 dated 28/06/2022</p> <ul style="list-style-type: none"> a) Each estate/mill had its own Legal and Other Requirements Register (LORR) and were being evaluated individually annually for compliance. The legal registers were updated by the person in-charge and approved by the respective Managers. b) The Sustainability Regulations Department is responsible to track changes and the information was disseminated to all its plantations and Mill department. Among the applicable legal and included in the legal register are <ul style="list-style-type: none"> - Pesticides Act 1974 and Regulations, - Environmental Quality Act 1974 and Regulations, - Factories and Machinery Act 1967 and Regulations, - Occupational Safety and Health Act 1994, - Employment Act 1955, - Labour Act 1955 - Children & Young Person (Employment) Act 2010 - Industrial Relations Act 1967, - Children and Young Persons (Employment) Act 1966 - MPOB Regulations (Licensing) 2005. - Min retirement age Act 2012 	<p>Complied</p>
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - Passport Act 1996 - Uniform Building By-Laws 1984 <p>c) The latest legal register updated on 01/11/2023 as reviewed by the Sustainability Regulations Department are listed below;</p> <ul style="list-style-type: none"> i. Akta Racun 1952 (Akta 366) Seksyen 1(2) ii. Peraturan Racun 1952 L.N. 440/1952 iii. . 																	
2.1.3	<p>Legal or authorised boundaries are clearly demarcated and visibly maintained, and there is no planting beyond these legal or authorised boundaries.</p> <p>- Minor compliance -</p>	<p>The estate have maps showing the locations of boundary stones that have been physically located and marked. Inspection of boundary stones/markers/trenching at the estate, during the field inspection confirmed that they were clearly marked and maintained.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>Estate</th> <th>Block</th> <th>Boundary</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>FGVASSB Taib Andak</td> <td>01</td> <td>Kulai POM Complex</td> </tr> <tr> <td>2</td> <td>FGVASSB Taib Andak</td> <td>05</td> <td>Kulai POM Housing Complex</td> </tr> <tr> <td>3</td> <td>FGVASSB Taib Andak</td> <td>03</td> <td>FELDA smallholders</td> </tr> </tbody> </table>		Estate	Block	Boundary	1	FGVASSB Taib Andak	01	Kulai POM Complex	2	FGVASSB Taib Andak	05	Kulai POM Housing Complex	3	FGVASSB Taib Andak	03	FELDA smallholders	Complied
	Estate	Block	Boundary																
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2	FGVASSB Taib Andak	05	Kulai POM Housing Complex																
3	FGVASSB Taib Andak	03	FELDA smallholders																
<p>Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.</p>																			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of contracted parties has been maintained in the stakeholder list (Senarai Pihak yang Berkepentingan (Stakeholder) yang terlibat). Stakeholder list was reviewed and updated on annual basis latest updated in September 2023. List of stakeholders has been classified into 2 categories which are internal stakeholders such as workers representative, gender committee, and contractors. While for external stakeholders such as local communities, government</p>	Complied																

		agencies, and neighboring. The list of stakeholders will be updated on annual basis or when there is additional/removal of new stakeholders.	
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>Contracts agreement sighted for all contractors and has verification where statement meeting applicable legal requirement and clauses disallowing child, forced and trafficked labour has been stipulated in supplier code of conduct, FGV Holdings Berhads document version 001.05.2020</p> <p>Due diligence for all contractors has been conducted on monthly basis by the estate management in order to verified compliance the agreement that has been stipulated in supplier code of conduct.</p> <p>While for recruiting agent, sample has been taken 2 agents from Indonesia and 2 agents from India.</p> <p><u>Indonesia</u></p> <p>a. PT Cahaya Lombok dated 31/05/2023.</p> <p>b. PT Pamor Sapta Dharmna dated 27/05/2022.</p> <p><u>India</u></p> <p>a. RS International dated 21/04/2022.</p> <p>b. Agensi Pekerja Samint Sdn Bhd dated 22/04/2022</p>	Complied
2.2.3	<p>All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection.</p> <p>- Minor compliance -</p>	<p>Contracts agreement sighted for all contractors and has verification where statement meeting applicable legal requirement and clauses disallowing child, forced and trafficked labour has been stipulated in supplier code of conduct, FGV Holdings Berhads document version 001.05.2020</p>	Complied

Criterion 2.3: All FFB supplies from outside the unit of certification are from legal sources.			
2.3.1	<p>(C) For all directly sourced FFB, the mill requires:</p> <ul style="list-style-type: none"> Information on geo-location of FFB origins Evidence of the ownership status or the right/claim to the land, or valid use of land by the grower/smallholder One or more supporting documents for claims Valid MPOB license <p>- Critical (Major) compliance -</p>	<p>FGVPI Kulai POM continues to maintain information of directly sourced FFB supplier as per sample as following:</p> <ul style="list-style-type: none"> - Md. Fadzir Bin Mohd. Lajim; Location/address: D467, Felde Ulu Tebrau, 81800 Ulu Tiram, Johor; MPOB License # 268345701000; GPS: 1° 73' 81" N; 103° 89' 99" E Felda Bukit Batu; Location/address: Felda Bukit Batu, 81020 Johor Bahru, Johor; MPOB License # 500870302000; GPS: 1° 42' 58.79" N; 103° 27' 17.52" E 	Complied
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator 2.3.1.</p> <p>- Minor compliance -</p>	<p>FGVPI Kulai POM maintained information of indirect sourced FFB supplier as per sample as following:</p> <p>TH Huat Trading; Location/address: Lot 2041, Parit Lapis, Mukim Api-Api, 82010 Pontian, Johor; MPOB License # 617158115000; GPS for sample sub-vendor as following:</p> <ul style="list-style-type: none"> a) Chiew Hi Tao; MPOB License # 858942001007; Area: 1.47 ha b) Tan Choon Seng; MPOB License # 750974001008; Area: 1.27 ha c) Tan Seng Guan; MPOB License # 832975001007; Area: 11.18 ha <p>Bingan Jaya Sdn. Bhd.; Location/address: Kg. Parit Bingan, Jalan Parit Botak, 886400 Batu Pahat, Johor; MPOB License # 546328015000; GPS 1° 86' 32.86" N; 103° 11' 57.23" E</p> <ul style="list-style-type: none"> a) Shah Rizan Bin Basar; MPOB License # 883748001007; Area: 1.3009 ha b) Shahriful Azmi Bin Basar; MPOB License # 883749001007; Area: 0.5416 ha 	Choose an item.

c) Suhaidah Binti Sukemi; MPOB License # 883750001007;
 Area: 0.8221 ha

Principle 3: Optimise productivity, efficiency, positive impacts and resilience

Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.

3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>The estate and mill continued to commit to long term economic and financial viability. The annual budgets for 2024 to 2028 were sighted. The budget covers activities for upkeep, cultivation, harvesting & evacuation, welfare, capital expenditure, RSPO compliance etc. The budget also included projections on yield/ha, and total cost of production per m ton, per ha and CAPEX - capital expenditure mainly for buildings, furniture and others asset related expenses. The estate adopted the following format for the annual budget.</p> <table border="1" data-bbox="1153 858 1908 1289"> <thead> <tr> <th>FGV Taib Andak Estate</th> <th>2024</th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td>Mature Ha</td> <td>44.38</td> <td>44.38</td> <td>44.38</td> <td>44.38</td> <td>44.38</td> </tr> <tr> <td>Immature Ha</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Total Ha</td> <td>44.38</td> <td>44.38</td> <td>44.38</td> <td>44.38</td> <td>44.38</td> </tr> <tr> <td>FFB Tons</td> <td>1110</td> <td>1132</td> <td>1154</td> <td>1176</td> <td>1198</td> </tr> <tr> <td>Yld/Ha</td> <td>25.01</td> <td>25.50</td> <td>26.00</td> <td>26.50</td> <td>27.00</td> </tr> <tr> <td>RM/mt FFB</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> <tr> <td>RM/ha</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> </tr> </tbody> </table>	FGV Taib Andak Estate	2024	2025	2026	2027	2028	Mature Ha	44.38	44.38	44.38	44.38	44.38	Immature Ha	0.00	0.00	0.00	0.00	0.00	Total Ha	44.38	44.38	44.38	44.38	44.38	FFB Tons	1110	1132	1154	1176	1198	Yld/Ha	25.01	25.50	26.00	26.50	27.00	RM/mt FFB	x	x	x	x	x	RM/ha	x	x	x	x	x	Complied
FGV Taib Andak Estate	2024	2025	2026	2027	2028																																														
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RM/mt FFB	x	x	x	x	x																																														
RM/ha	x	x	x	x	x																																														

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

Similarly the mill has a business plan prepared annually in the form of year budget and the projection for 5 years prepared as guidance for future planning. The business plan among others contains;

- a) FFB Processing & CPO/CPK production forecast
- b) Extraction Ratios – OER / KER,
- c) Cost of production
 - administration / labour overhead
 - processing cost labour, maintenance, consumables
 - depreciation and head office charges-
 - EVIT running accounts
 - CAPEX - capital expenditure.

Year	2024	2025	2026	2027	2028
FFB processed	107500	118500	126500	148500	159500
OER	21.75	22.00	22.00	22.25	22.50
KER	5.80	5.65	5.60	5.50	5.50
Administration	x	x	x	x	x
Processing cost	x	x	x	x	x
Depreciation	x	x	x	x	x
H Q charges	x	x	x	x	x
RM/mt FFB	x	x	x	x	x
RM/mt CPO	x	x	x	x	x

<p>3.1.2</p>	<p>An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -</p>	<p>The long-range replanting programs (LRRP) until 2028 were sighted on the estate. The program is reviewed annually and incorporated into the annual financial budget. There is no replanting for the next 5 years. Unit in ha otherwise stated</p> <table border="1" data-bbox="1184 582 1859 683"> <tr> <td></td> <td>2024</td> <td>2025</td> <td>2026</td> <td>2027</td> <td>2028</td> </tr> <tr> <td>LRRP</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> </table>		2024	2025	2026	2027	2028	LRRP	0.00	0.00	0.00	0.00	0.00	<p>Complied</p>
	2024	2025	2026	2027	2028										
LRRP	0.00	0.00	0.00	0.00	0.00										
<p>3.1.3</p>	<p>The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -</p>	<p>The Management Review was held chaired by the Mill and Estate Managers of the respective units.</p> <table border="1" data-bbox="1263 783 1803 1029"> <thead> <tr> <th></th> <th>Estate/Mill</th> <th>Date</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>FGVPI Kulai POM</td> <td>04/09/2023</td> <td>01/11/2022</td> </tr> <tr> <td>2</td> <td>FGVASSB Taib Andak Estate</td> <td>08/09/2023</td> <td>31/10/2022</td> </tr> </tbody> </table> <p>The agenda discussed among others includes the following;</p> <ul style="list-style-type: none"> a) Results of internal audits b) Customer feedback c) Process performance and product conformity d) Status of preventive & corrective actions e) Changes that could affect the management system f) Recommendation for improvement g) Human Resources 		Estate/Mill	Date	Date	1	FGVPI Kulai POM	04/09/2023	01/11/2022	2	FGVASSB Taib Andak Estate	08/09/2023	31/10/2022	<p>Complied</p>
	Estate/Mill	Date	Date												
1	FGVPI Kulai POM	04/09/2023	01/11/2022												
2	FGVASSB Taib Andak Estate	08/09/2023	31/10/2022												

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 action plans for continuous improvement were documented in among others having the following initiatives:</p> <ul style="list-style-type: none"> a) Optimizing the yield of the supply base b) Reduction in use of pesticides through implementation of IPM c) Environmental impacts / Waste reduction d) Pollution and greenhouse gas (GHG) emissions e) Impacts on communities, workers, and smallholders f) Integrated management of HCV / other conservation areas g) SOP Compliance <p>The mill similarly had the following plan;</p> <ul style="list-style-type: none"> a) Enhancement of OER to 21.00 % and KER 5.5% b) Increase in process utilization c) Reduction of losses both oil and kernel d) Continued improvement in pollution / environmental management plan. e) Reduce wastage of resources in mill operations f) Adherence to PPE and safety awareness. <p>The operating units are implementing the action plans accordingly. Progress of the plans were also discussed in the management review meetings.</p> <p>The mill similarly had plan for the operation among others as summarized below;</p> <ul style="list-style-type: none"> a) Widening of ramp space and FFB unloading area

Complied

		<ul style="list-style-type: none"> b) Pesticide usage - to concentrate on grass cutting for the compound upkeep c) Scrap iron collection - to expedite collection and maintained cleanliness of mill compound and for safety purposes. d) To increase collection of fibre and shell during high cropping months due to storage limitations 	
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>Until such metrics is agreed and developed, companies will carry on with existing reporting e.g. PalmGHG, Annual Communication of Progress (ACOP) reporting, and information provided to Certification Body and feedback via RSPO Secretariat is required.</p> <p>- Minor Compliance -</p>	<p>RSPO metric template version 2.1 is used for the reporting of FGVPI Kulai Palm Oil Mill certification unit's metrics (economic, social and environment). Data reporting period is January to December 2022 for (social and environment metrics) and economic metrics from September 2022 – October 2023 (counting back 2 months from audit month). Based on verification with input data, no discrepancies of data reported for the said period for all metrics</p>	Complied
<p>Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.</p>			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>SOP are in place for both mill and estates as per sample as following:</p> <ul style="list-style-type: none"> - Palm Oil Mill Operation Manual (FPI/L3, Rev. 26, dated 23/10/2017) - Manual Procedure for Certification of Sustainable Palm Oil (Date: 01/06/16, Issue No.:1) - RSPO Supply Chain Certification Procedure Doc No.: FGV/GSD-SCCD/SOP/007, Ver.01, dated 07 Jan 2021. - Guideline – Social Impact Assessment (SIA) (FGV/GSD-SCCD/GL/02, Ver. 00, Dated 16 Jan 2021) - Guideline – Internal & External Sustainability Audit Visitation (FGV/GSD-SCCD/GL/00, Ver.00, dated 27 Aug 2020) 	Complied

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

		<ul style="list-style-type: none"> - Procedure – Internal Sustainability Audit (FGV/GSD-SCCD/SOP/04, Ver.00, dated 03 Sept 2020) - Procedure – Management Review (FGV/GSD-SCCD/SOP/SOP/06, Ver. 00, dated 03 Sept 2020) - MSPO Supply Chain Certification Procedure Doc No.: FGV/GSD-SCCD/SOP/006, Ver.01, dated 07 Jan 2021. - Manual Procedure for Certification of Sustainable Palm Oil (Date: 01/06/16, Issue No.:1) - Sustainable Oil Palm Estate Operation Manual - The manual describes operational procedure of nursery practices, land preparation, planting practices, ground cover maintenance, roads, immature stage, harvesting, collection of bunches, manuring, pesticide application, pests & diseases control. The SOP for pesticides specifies safe working practices and application of pesticides. It includes annual medical surveillance for pesticides operators. - Guideline – Social Impact Assessment (SIA) (FGV/GSD-SCCD/GL/02, Ver. 00, Dated 16 Jan 2021) - Guideline – Internal & External Sustainability Audit Visitation (FGV/GSD-SCCD/GL/00, Ver.00, dated 27 Aug 2020) - Procedure – Internal Sustainability Audit (FGV/GSD-SCCD/SOP/04, Ver.00, dated 03 Sept 2020) - Procedure – Management Review (FGV/GSD-SCCD/SOP/SOP/06, Ver. 00, dated 03 Sept 2020) 	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>The implementation of the SOPs was verified to be consistently performed. Records of implementation were verified, including system monitoring via internal audits and operational activities, i.e., daily, weekly, and monthly field inspections. Verified that the monitoring was done by trained and competent personnel, Sustainability Team (for internal audits) and Field Supervisors and experienced Mandores (for field operations). Records had been</p>	Complied

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

		<p>maintained by the staff concerned for each operation to monitor the procedure and progress of work, and these records would be checked and verified by the Assistant Manager and the Manager regularly. Estate and mill management also adopt practices such as visits from top management visits and visits from government agencies (mainly DOSH and DOE), to ensure consistent implementation of procedures. Other mechanism to check consistent implementation of procedures are in place including the following:</p> <ul style="list-style-type: none"> - FGVPI SB Kulai POM Internal Audit; Date: 16-17/8/2023 - FGVASSB Taib Andak Estate Agronomist Visit; Date: 11/9/2023 - FGVASSB Taib Andak Estate DOSH Reg. # JH/09/04/3361 - 1) OSH Audit Report # 25/2023; Date: 19/9/2023 - 2) OSH Audit Report # 24/2023; Date: 19/9/2023 3) OSH Audit Report # 23/2023; Date: 18/9/2023 	
<p>3.3.3</p>	<p>Records of monitoring and any actions taken are maintained and available. - Minor Compliance -</p>	<p>Records of monitoring and actions taken had been maintained for more than 12 months at the mill and estates. Weekly assembly and daily muster chits and briefing records were available in the estate and mill respectively.</p> <p>Verified that estates monitoring records on spraying, manuring, and harvesting operations, and mill monitoring records on daily production report (FFB processed/Ramp balance, throughput/starting & stopping time, and boiler monitoring sheet), Daily notification report (machinery status), Daily supervision and walkabouts by Supervisor and Assistant Managers were maintained and available during the assessment at the estates and mill. Actual operational and field activities were verified during on-site field inspection at the POM and estates audited.</p>	<p>Complied</p>

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

		<p>Report of top management and government agencies visits also maintained by estates and mill management accordingly. Evident from the Management Review Meeting minutes which is properly maintained that the input from the internal audit findings were discussed as to identify the effectiveness of the implementation of the RSPO P&C requirement.</p> <p>The on-site audit confirmed that the records were satisfactorily maintained as per sample for OSH audit conducted, actions taken as following:</p> <p>Corrective action plan against OSH audit findings 2023; date: 4/10/2023</p>	
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			
<p>3.4.1</p>	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented. - Critical (Major) compliance -</p>	<p>There were no new planting in the estate. This is verified through the following document/facts.</p> <ul style="list-style-type: none"> a) Hectare statement compared to the previous year. b) Interviews with the management c) Field visits and verification. <p>The assessment of both the above was made in Social/Environmental Management Plan 2023 among others meant;</p> <ul style="list-style-type: none"> a) To assess current condition based on identified potential aspects b) To verify presence of protected & conservation areas that could be significantly affected. c) To assess the social & environmental impact on the affected areas/stakeholders arising from the estate/mill activities. 	<p>Complied</p>

		<p>d) To comply with various sustainability certification schemes</p> <p>The activities involved discussion with the estate management, sighting the documentation, observation on sites and surrounding, and interview with stakeholders adjacent to the conversion areas. The assessment covered the aspect of boundary control, water resources (if any), protection of river (if any), soil erosion and sedimentation of silt, planning of replanting program, protection of sensitive area, waste (oil, toxic soil and biomass) and air quality control. Interviews were conducted with stakeholders to obtain feedback on the impact of estate activities on their daily lives.</p> <p>The Social Management Plan was reviewed annually latest in 2023 among includes the following;</p> <ul style="list-style-type: none"> a) Organization information b) Scope of assessment & team c) Methodology assessment timeline, approach and parameters d) SEAI matrix and findings. <p>All sites and the reports were visited and sighted respectively by the auditors in presence of the SCCD, estate and mill personnel.</p>	
3.4.2	<p>For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders.</p> <p>- Minor Compliance -</p>	<p>The Social Management Plan for period 2023 is available for the CU. The plan among others incorporated the objectives, category, action, frequency, person in charge and monitoring period. Among others issues as extracted below:</p> <ul style="list-style-type: none"> a) To ensure compliance to SOP and legal requirement regarding social (appointment of person in 	Complied

		<p>charge/committee to handle social matters, communication on policies/SOP on social to relevant stakeholders, monitoring of pay and agreement of workers and contractor's workers and to maintain housing and facilities provided to workers).</p> <ul style="list-style-type: none"> b) To contribute to local communities development c) Introduction of "Anti-Bribery Management System" policy d) Enhance understanding on LOTO guidelines in mill. e) Health awareness among employees. f) Work offer to employees where necessary for OT works. <p>Similarly the mill and estate had also established respective Environmental Management Plan base on the significant impacts activities identified during the environmental aspects impacts assessment. The management plan was reviewed on annually basis during Environmental Risk Assessment Review</p> <ul style="list-style-type: none"> a) Construction of membrane filter for the mill ETP to reduce BOD level. b) Domestic waste collection issues by MPK local town municipal landfill. c) Free supply of mill solid waste to nearby settlers upon request. d) Exhibition of licence /permits at notice boards of main office e) PPE issuance and compliance for employees f) The estate maintain the inventory records for triple rinsed empty chemical containers. g) To reduce the usage of pesticides and substitute with grass cutting. 	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		h) To optimize the usage of fossil fuel/diesel with continuous training / briefing to the employees.	
3.4.3	<p>(C) The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way.</p> <p>- Critical (Major) compliance -</p>	<p>The Social/Environmental Action Plan 2023 is available for each unit were available having information i.e issues, management plan, PIC and time frame. The input are gathered from the meeting minutes among others;</p> <p>a) Gender Committee, union b) Safety Meeting, c) Complaint & Request from internal & external stakeholders d) Management meeting at estates/mill and regional level. e) Dialogue during the morning muster. f) Interview approach with employees.</p>	Complied
<p>Criterion 3.5: A system for managing human resources is in place.</p>			
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>Employment procedures documented as Senarai Utama Manual Pengurusan Tenaga Kerja Sektor Perladangan; Ref. # FGV/JTK/MAN/001; Rev. # 3.0; Effective date: 17/4/2023 for both local and foreign workers recruitment. There's also a specific policy of foreign workers recruitment i.e. FGV Group Guidelines and Procedures for Responsible Recruitment of Foreign Workers; Ref. # FGV/FGVPM-JTK/POL/001; Rev. # 0; Effective Date: 27/5/2022. Besides, FGV Group established Guidelines and Procedures for Responsible Recruitment of Foreign Workers which available in FGV website link as following:</p> <p>https://www.fgvholdings.com/wp-content/uploads/2022/07/FGV-Guidelines-Procedures-for-Responsible-Recruitment-and-Employment-MWs.pdf</p> <p>The procedure describes as guideline and incorporating with the principles in Group Sustainability Policy including non-</p>	Complied

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

		discrimination, respect for human rights and labour rights. The procedure has outlined the whole process starting from recruitment, hiring, employment and post-employment.	
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	<p><u>FGVAS Taib Andak Estate</u></p> <p>Sample of workers which has been recruited from December'22 until June' 23 from different origin countries (Malaysia, Indonesia, India) . As per interview, there is evidence that the procedure has been implemented and records has been maintained in each personal file. Verified induction records, interview records, induction records.</p> <p>While for promotion, there is 2 sample of promotion has been taken which take part on July'22 which promoted from Mandore to Supervisor. Sighted recommendation by the estate manager to human resource executive, east zone peninsular base on the KIPi rating and academic qualification. Interview has been conducted by human resources department. Offer letter sighted issued by Human Resources Business Partner.</p> <p>There is no cases for terminations has been identified for both operating units.</p> <p><u>FGVPI Kulai POM</u></p> <p>Sample of 3 local workers that has been recruited in year 2023 as daily rated workers and verified medical check-up records, assessment records and offer letter for the workers.</p> <p>There is promotion has been done on annual basis and sighted document template talent which clear define the workers qualification and KPI and has been submitted to regional office, interviewed has been done approved by regional office. 3 sample</p>	Complied

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

		of workers has been taken by auditor and verified which promoted from Grad 07 to Grade 06 and Grade 05 to Grade 04	
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>The mill and estate established the OSH Plan based on the SOP Hazard Identification, Risk Assessment, & Control Determination (FGV/PUC/SOP-OSH/001, dated 01-Feb-2019), which stated that identified hazards cover all hazards from routine/non-routine activities in the workplace in normal, abnormal, and emergency situations. Hazards and risks include all work activities, use of machinery/non-machinery, all staff and employees, contract workers, visitors, people dealing with the project, and people on the FGV premises.</p> <p>Risk assessment (HIRARC) carried out on all operations, where health and safety are an issue to determine the significant hazards and implement control measures. Significant hazards determined and documented include noise exposure, pesticides/ chemicals, accident, fire, fuel spillage, working at heights, working in enclosed space, hot work, lightning, electrocution, machinery, etc. Control measures include the use of PPE, fire drill training, first aid training, etc. and "permit to work system" for the mill.</p> <p>Verified that additional HIRARC reviews also made by the Safety & Health team upon occurrence of incidences or accidents. The latest review was done on 03-Jan-2023 for each operating unit. Sample for list register for HIRARC had been verified for activity at loading ramp, sterilizer, oil room, boiler, workshop, store area, land irrigation, P&D, pruning, spraying, tractor driving, buffer zone, harvesting.</p> <p>Evident from the HIRARC established that the mill and estate management adequately assessed the HIRARC documented as following:</p>	Complied

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

		<ul style="list-style-type: none"> - FGVPIB Kulai POM OSH plan includes Hazard Identification, Risk Analysis & Determined Control (HIRADC); Form # FGV/PUC-OSH/F1.2; Rev. 0; Latest review date: 5/4/2023. - FGVASSB Taib Andak Estate OSH plan includes Hazard Identification, Risk Analysis & Determined Control (HIRADC); Form # FGV/FGVPM/F (IMS 1.31; Rev. 1; Latest review date: 18/1/2023. <p>Sample HIRADC established as following:</p> <table border="1" data-bbox="1153 646 1928 1385"> <thead> <tr> <th>Mill/estate operation</th> <th>Activity</th> <th>Hazard</th> <th>Risk</th> <th>Determined control</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Lab & Despatch</td> <td rowspan="3">Lab analysis</td> <td rowspan="3">Exposed chemicals</td> <td>Corrosion</td> <td>- Ensure chemical sealed after use - PPE: rubber glove & lab coat</td> </tr> <tr> <td>Breathing difficulties</td> <td>PPE: Respirator/mask</td> </tr> <tr> <td>Eye injury</td> <td>PPE: Safety goggle</td> </tr> <tr> <td>Boiler</td> <td>Fuel/fibre top-up</td> <td>Moving prime mover</td> <td>Injury</td> <td>- Effective communication</td> </tr> </tbody> </table>	Mill/estate operation	Activity	Hazard	Risk	Determined control	Lab & Despatch	Lab analysis	Exposed chemicals	Corrosion	- Ensure chemical sealed after use - PPE: rubber glove & lab coat	Breathing difficulties	PPE: Respirator/mask	Eye injury	PPE: Safety goggle	Boiler	Fuel/fibre top-up	Moving prime mover	Injury	- Effective communication	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

			(Payloader)		- Always be alert	
	Loading Ramp Top	Shovel movement/ FFB flattening/ shovelling	Noise	Hearing problem	<ul style="list-style-type: none"> - High noise signage - Hearing conservation briefing - Audiometric test 	
		Existing control: FPI-PK-004(A&B) & PPE	Lose control of shovel	Injury	<ul style="list-style-type: none"> - Always be alert - Ensure brake & ABS functioning 	
			Slippery road surface	Injury	<ul style="list-style-type: none"> - Always be alert - Ensure brake & ABS functioning 	
			Uneven road surface	Injury	<ul style="list-style-type: none"> - Defensive driving training - Always be alert 	

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

					- Repair road		
		Chemical handling	Spraying/manuring	Chemical exposure	Occupational disease	- PPE - Training	
		Estate vehicle	Tractor/mechanical buffalo	Accident	Injury	- Competent training - Vehicle maintenance	
		Sharp tool handling (Sickle/chisel)	Harvesting	Cut	Injury	- Sharp cover - Training	
		<p>Other mitigation plans and procedures are documented and implemented as per sample identified existing control as following:</p> <ul style="list-style-type: none"> - Safe Work Procedure (SWP) Boiler Operation; SWP # FPI-PK-021; Rev. date: 14/5/2022 - Safe Work Procedure (SWP) FFB Reception and Grading; SWP # FPI-PK-004(A); Rev. date: 14/5/2022; 6.0 Procedure – 6.10 Heavy machine (Shovel) driver need to ensure revolving light is switched-on and reverse sensor functioning while vehicle moving - Safe Work Procedure (SWP) Loading Ramp Operation; SWP # FPI-PK-004(B); Rev. date: 14/5/2022; 6.0 Procedure – 6.1, 6.2 & 6.3 – Cages 					
3.6.2	(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.	Monitoring of H&S plan conducted based on legal requirement and HIRADC for FGVPISB Kulai POM:				Non-compliance	

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

	<p>- Critical (Major) compliance -</p>	<p>NRA & Audiometric FGVPI Kulai POM latest as following:</p> <ul style="list-style-type: none"> - FGVPI SB Kulai POM; DOSH Reg. # JHK2029; Noise Risk Assessment (Ref. # HQ/18/PEB/00/00022-2023/029 by Occumed Consultancy & Services Sdn. Bhd. Noise Risk Assessor: Nurhayati Binti Ibrahim; DOSH Reg. # HQ/18/PEB/00/00022; Assessment Date: 17/8/2023 - Audiometry Assessment Report 2023 for Baseline, Annual, Retest & Diagnostic Audiogram Based on Industry Code of Practice for Management of Occupational Noise Exposure and Hearing Conservation 2019 FGVPI SB Kulai POM; Report Ref. # FGVPI SB KSKULAI/2023-10Oct/03; Assessment Date: 12/10/2023 <p>CHRA & Medical Surveillance FGVPI Kulai POM latest as following:</p> <ul style="list-style-type: none"> - FGVPI SB Kulai POM; DOSH Reg. # JHK2029; Chemical Health Risk Assessment (CHRA); Ref. # HQ/10/ASS/00/8-2023/063 by Occumed Consultancy & Services Sdn. Bhd. Noise Risk Assessor: Dr. Yasriza Bin Yahaya; DOSH Reg. # HQ/10/ASS/00/8; Assessment Date: 8/8/2023 - FGVPI SB Kulai POM Medical Surveillance by Klinik Dhillon (Kota Tinggi) Dr. Bjinder Singh a/l Jagjit Singh; OHD Reg. # HQ/13/DOC/00/72 - FGVPI SB Kulai POM Report on Annual Examination & Testing of Local Exhaust Ventilation; Ref. # MZ/KSK/LEV/0323; Inspection Date: 30/3/2023; Prepared by MZ Enviro Testing & Consulting Competent IHT2: Muhamad Zulazhar bin Abdul Halim; DOSH Reg. # HQ/20/JHII/00036; Date of final report: 27/4/2023 - Based on Safety Data Sheet Version 8.2; Rev. Date: 1/7/2021 of Product name: n-Hexane for spectroscopy Uvasol; Brand: Milipore; CAS-#: 110-54-3 for identified uses: Reagent for analysis with following Hazard identification: 	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - GHS Classification according to CLASS regulations 2013 - Specific target organ toxicity (STOT) single exposure (Cat. 3), Central nervous system, H336; repeated exposure (Cat. 2), H373, Aspiration hazard (Cat. 1), H304 <p>FGVASSB Taib Andak Estate:</p> <p>NRA & Audiometric FGVASSB Taib Andak Estate latest as following:</p> <ul style="list-style-type: none"> - FGVASSB Taib Andak Estate; DOSH Reg. # JH/09/04/3361; Noise Risk Assessment (Initial) Report; Ref. # NRA/1122/002/FGVTAIBANDAK by Active ESH Sdn. Bhd. Noise Risk Assessor: Najiyatul Munirah Binti Md Yasin; DOSH Reg. # HQ/22/PEB/00/00065; Assessment Date: 3/11/2022 - FGVASSB Audiometry Report 2023 (Baseline) by OHD Dr. Muhammad Zafri Zainuddin; DOSH Reg. # HQ/15/DOC/00/390; Audiometric Test Date: 24/2/2023; Total employee: 2; Result: 0 HI, ONIHL/Suspected ONIHL & Permanent & TSTS <p>CHRA & Medical Surveillance FGVASSB Taib Andak Estate latest as following:</p> <ul style="list-style-type: none"> - FGVASSB Taib Andak Estate; DOSH Reg. # JH/09/04/3361; A Report of Chemical Health Risk Assessment (CHRA); Report Ref. # CHRA/0721/009/FGV-GNR; Verification Assessment Date: 19-22 July 2021; Approval Date: 14/11/2022; Approval Ref. # JKPP KIM 127/454/5 Klt. 8(18) by Active ESH Sdn. Bhd. Assessor: Chin Woei Shin; DOSH Reg. # HQ/14/ASS/00/345; DOSH Ref. # HQ/14/ASS/00/345-2021/059 - FGVASSB Bukit Besar R&D Station Medical Surveillance 2022 by Klinik Sulaiman Temerloh Dr. Zaharudin Bin Mohamed; OHD Reg. # JKPP HQ/13/DOC/00/317; Date of examination: 17/11/2023 – 15/11/2022 	
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**RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**

		<p>Findings:</p> <p>FGVPISB Kulai POM:</p> <p>- Based on the report of Chemical Health Risk Assessment (CHRA) for FGVPISB Kulai POM; DOSH Reg. # JHK2029; Report Ref. # HQ/10/ASS/00/8-2023/063 by Occumed Consultancy & Services Sdn. Bhd. Noise Risk Assessor: Dr. Yasriza Bin Yahaya; DOSH Reg. # HQ/10/ASS/00/8; Assessment Date: 8/8/2023, it was recommended by the Assessor for the mill lab to conduct the Chemical Exposure Monitoring of installed General Exhaust Ventilation (GEV) and the mill to provide the result to assessor for the determining of medical surveillance of lab personnel involved in the lab sampling analysis using Hexane & n-Hexane. However, no evidence of GEV exposure monitoring conducted by the mill as of the on-site audit date. Furthermore, verification with Safety Data Sheet for Hexane (Section 8. Exposure Controls) recommended that the Engineering control for its use is via Local Exhaust Ventilation (LEV).</p> <p>FGVASSB Taib Andak Estate:</p> <p>Based on the report of Noise Risk Assessment (Initial) Report; Ref. # NRA/1122/002/FGVTAIBANDAK for FGVASSB Taib Andak Estate; DOSH Reg. # JH/09/04/3361 by Active ESH Sdn. Bhd. Noise Risk Assessor: Najiyatul Munirah Binti Md Yasin; DOSH Reg. # HQ/22/PEB/00/00065; Assessment Date: 3/11/2022, it was recommended that the identified high noise source from FFB loading by Badang were to be control as following</p>	
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		<p>- 9.0 Recommendation – Table 9.1 Recommendation of Control Measure:</p> <table border="1" data-bbox="1151 440 1939 986"> <thead> <tr> <th>Noise source</th> <th>Control measure</th> <th>Existing control</th> <th>Recommended control</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Badang engine (for FFB loading)</td> <td>Engineering</td> <td>Not available</td> <td>Study to install glass enclosure at cabin</td> </tr> <tr> <td>Administrative</td> <td>Not available</td> <td>No recommendation</td> </tr> <tr> <td>PHP</td> <td>Earplug (NRR: 24dB)</td> <td>Minimum NRR: 10dB Maintain current PHP</td> </tr> <tr> <td>Others</td> <td>Not available</td> <td>- Provide training annually - Conduct audiometric testing annually - Display signage "Hearing Protecting Zone"</td> </tr> </tbody> </table> <p>However, during the field visit in the FFB harvesting and loading operation location of Taib Andak Estate, it was sighted the the Badang driver did not wear any PHP while operating the Badang. Interview with the driver revealed that he has been issued with the PHP (earplug) but forgot to bring it. Furthermore, no display of "Hearing Protecting Zone" signage found on the Badang during field visit.</p> <p>Hence, a Major NC has been raised.</p>	Noise source	Control measure	Existing control	Recommended control	Badang engine (for FFB loading)	Engineering	Not available	Study to install glass enclosure at cabin	Administrative	Not available	No recommendation	PHP	Earplug (NRR: 24dB)	Minimum NRR: 10dB Maintain current PHP	Others	Not available	- Provide training annually - Conduct audiometric testing annually - Display signage "Hearing Protecting Zone"	
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<p>Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.</p>																				
3.7.1	<p>(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers,</p>	<p>A comprehensive formal training program has been documented for implementation in the mill and estate. The training programs</p>	<p>Complied</p>																	

	<p>taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.</p> <ul style="list-style-type: none"> - Critical (Major) compliance - 	<p>were designed based on identified training needs for different categories of employees and contractors, encompassing their respective work functions/activities, RSPO requirements, Occupational Health & Safety, Environmental matters, and gender-specific needs.</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>In addition to the training on Good Mill/Agricultural Practices and process stations/field Standard Operating Procedures (SOPs) relevant to trade/job skills, the 2023 annual training program included various other topics, such as following:</p> <ul style="list-style-type: none"> - Occupational Safety and Health (OSH) Act and regulations of 1994. - Environmental Quality Act of 1974. - Induction Program for new workers. - OSH Committee and its functions. 	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<ul style="list-style-type: none"> - First Aid Training. - Scheduled waste training. - RSPO/MSPO/ISCC Principles. - High Conservation Value (HCV) and Biodiversity training. - Mechanical/electrical workshop. - Environmental/safety and health policy/environmental responsibility. - Emergency Response drills. - Social programs, including sexual harassment awareness for both male and female employees and the specific needs of new mothers, among others. <p>The evaluation of understanding was conducted, and confirmation was obtained through on-site interviews with the relevant POM and estates personnel.</p>	
3.7.2	<p>Records of training are maintained.</p> <p>- Minor Compliance -</p>	<p>Records of training are maintained as per sample as following:</p> <ul style="list-style-type: none"> - FGVPIB Kulai POM: Fire Drill & ERP; Date: 7/2/2023 - FGVPIB Kulai POM: Lab Chemical Handling; Date: 22/6/2023 - FGVPIB Kulai POM: SW Training; Date: 6/11/2023 - FGVASSB Taib Andak Estate: Fire Fighting; Date: 18/5/2023 - FGVASSB Taib Andak Estate: Group Sustainability Policy; Date: 13/7/2023 - FGVASSB Taib Andak Estate: Sprayer Chemical Handling; Date: 9/11/2023 	Complied
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 such as Mill Manager, Asst. Mill Manager, Auxiliary Police, Laboratory Attendants and Weighbridge Operator.</p>	Complied

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

		The mill conducted the training need analysis for the personnel identified in SCCS. Latest training was conducted by GSD to FGVPI Kulai POM management and SCCS related personnel on 18/9/2023.	
Criterion 3.8: Supply chain requirement for mills (note: All supply chain requirements are considered as Critical (C) . However, it will not contribute to suspension if there is more than 5 non-compliance within a principle)			
3.8.1	Identity Preserved Module A mill is deemed to be Identity Preserved (IP) if the FFB processed by the mill are sourced from plantations/estates that are certified against the RSPO Principles and Criteria (RSPO P&C), or against the Group Certification scheme. Certification for CPO mills is necessary to verify the volumes and sources of certified FFB entering the mill, the implementation of any processing controls (for example, if physical separation is used), and volume sales of RSPO certified products. If a mill process certified and uncertified FFB without physically separating them, then only Mass Balance Module is applicable.	FGVPI Kulai POM receives, and processes certified and uncertified FFB from its supply base and third parties. Therefore, the mill has opted for the Mass Balance module. Hence this indicator is not applicable.	Not Applicable
3.8.2	Mass Balance Module A mill is deemed to be Mass Balance (MB) if the mill process FFB from both RSPO certified and uncertified plantations/estates. A mill may be taking delivery of FFB from uncertified growers, in addition to those from its own 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.	FGVPI Kulai POM receives and processes certified FFB from its own supply base and third parties. The FFB received from outside the certification unit are all uncertified FFB. Therefore, the mill has opted for Mass Balance module. Only the FFB received from FGVASSB Taib Andak Estate is claimed form processing MB-Certified CPO and PK in the mill.	Complied
3.8.3	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill shall be recorded by the certification body (CB) in the public summary of the P&C certification report. This figure represents the total volume of certified oil palm product (CPO and PK) that the certified mill is allowed to deliver in a year. The actual tonnage	The estimated tonnage of CPO and PK products that could potentially be produced by the certified mill is recorded in this public summary report. (Table 10).	Complied

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

	produced shall then be recorded in each subsequent annual surveillance report.		
3.8.4	The mill shall also meet all registration and reporting requirements for the appropriate supply chain through the RSPO IT platform.	<p>Department in HQ. All transaction will be registered in the PalmTrace. The mill registered license available in PalmTrace as following:</p> <ul style="list-style-type: none"> • Member ID: RSPO_PO1000001309 • Member category: Oil Mill • RSPO Membership No.: 1-0225-16-000-00 	Complied
3.8.5	<p>Documented procedures</p> <p>The mill shall have written procedures and/or work instructions or equivalent to ensure the implementation of all elements of the applicable supply chain model specified. This shall include at minimum the following:</p> <ol style="list-style-type: none"> a) Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements. b) Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records). c) Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill’s procedures for the implementation of this standard. d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill. 	<p>Documented procedures available as following:</p> <ol style="list-style-type: none"> a. FGV Holdings Berhad has established RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021) for FGV Palm Industries Sdn Bhd – Kulai POM. The procedure has covered the general chain of custody, RSPO SCC Committee, RSPO SCC Supply Chain Verification, claim, RSPO Supply Chain Model, training, complaints, handling of non-conformance and record retention. Manager as the responsible person to ensure the compliance of RSPO SCCS in the mill. b. Complete and UpToDate SCCS records and reports were maintained and available for verification such as SCCS training records, RSPO SCCS Internal Audit Reports, Incoming FFB Weighbridge Tickets, Outgoing CPO and PK Weighbridge Ticket among others. c. The Mill manager has appointed a SCC Committee which consist of 9 personals (Assistant Manager, Weighbridge Clerk, Operation Supervisor, Laboratory Assistant, FFB Grader and 	Complied

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

		<p>Auxiliary Police) as stated in the appointment letter dated 09/12/2021.</p> <p>d. The procedures for receiving and processing certified and non-certified FFBs are documented in the RSPO Supply Chain Certification (Kilang Sawit) procedure (SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021).</p>	
3.8.6	<p>Internal Audit</p> <p>i) The mill shall have a written procedure to conduct annual internal audit to determine whether the mill:</p> <p>a. Conforms to the requirements in the RSPO Supply Chain Certification Standard and the RSPO Market Communications and Claims Documents.</p> <p>b. Effectively implements and maintains the standard requirements within its organisation.</p> <p>ii) Any non-conformities found as part of the internal audit shall be issued corrective action. The outcomes of the internal audits and all actions taken to correct non-conformities shall be subject to management review at least annually. The mill shall maintain the internal audit records and reports.</p>	<p>Internal Audit for Sustainability Certification Procedure (SOP No.: FGV/GSD-SCCD/SOP/04 dated 03/09/2020) has been established. The procedure covers the internal audit for RSPO SCCS as well and states that the internal audit is to be conducted annually and before the management Review.</p> <p>The latest RSPO SCCS Internal Audit was done on 16-17/08/2023 which have raised No Non-Conformities..</p> <p>Management review meeting was conducted on 08/09/2023 which was chaired by the Mill Manager. The outcome of the RSPO SCCS Internal Audit was discussed during the Management Review Meeting.</p>	Complied
3.8.7	<p>Purchasing and Goods In</p> <p>i) The mill shall verify and document the tonnage and sources of certified and the tonnage of non-certified FFBs received.</p> <p>ii) The mill shall inform the CB immediately if there is a projected overproduction of certified tonnage.</p> <p>iii) The mill shall have a mechanism in place for handling non-conforming FFB and/or documents.</p>	<p>FGVPI Kulai Estate maintain the daily records of all certified and uncertified FFB received and documented in daily processing records. The records include the FFB suppliers, weight, and vehicle transportation details. The mill has maintained records of FFB received such as Delivery Notes and Weighbridge operator. Sample of FFB delivery records:</p> <p>Sample 1</p> <p>Date: 04/11/2023</p>	Complied

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

		<p>Receipt No: A00021972 Field: Peringkat 01 Lorry No: JBK3647 Weight: 5.24 MT Sample 2 Date: 28/10/2023 Receipt No: A00021544 Field: Peringkat 01 Lorry No: JPL8404 Weight: 4.38 MT Mechanism to handle non-conforming FFB and documents has been detailed up in the SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021 Section 6.1.5.</p>	
<p>3.8.8</p>	<p>Sales and Goods Out 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> <ol style="list-style-type: none"> The name and address of the buyer; The name and address of the seller; The loading or shipment / delivery date; The date on which the documents were issued; RSPO certificate number; 	<p>FGVPI Kulai POM ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below: Sighted records of sales of CPO and PK: Sample 1 Product: CPO Buyers: xxxxxxxxxxxxxxxxx Receipt No: H00000523 Lorry No: NDM6025</p>	<p>Complied</p>

	<p>f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);</p> <p>g) The quantity of the products delivered;</p> <p>h) Any related transport documentation;</p> <p>i) A unique identification number.</p>	<p>Weight: 44.44 MT</p> <p>Sample 2</p> <p>Product: CPO</p> <p>Buyers: xxxxxxxxxxxxxxxxx</p> <p>Receipt No: H000005372</p> <p>Lorry No: NDM6025</p> <p>Weight: 44.44 MT</p> <p>Sample 3</p> <p>Product: PK</p> <p>Buyers: FGV Kernel – Pasir Gudang</p> <p>Receipt No: L00000117</p> <p>Lorry No: WUJ7510</p> <p>Weight: 44.80 MT</p> <p>Sample 4</p> <p>Product: PK</p> <p>Buyers: xxxxxxxxxxxxxxxxx</p> <p>Receipt No: L00000095</p> <p>Lorry No: WYE1556</p> <p>Weight: 45.02 MT</p>	
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<p>3.8.9</p>	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor. 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>FGV Palm Industries Sdn Bhd - Kulai has established Standard Operating Procedure related Outsourcing Activities. Refer SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021 Section 6.8.</p> <ul style="list-style-type: none"> i. Stated in the SOP, CPO mill cannot outsource processing activities like refining or crushing. Outsourcing activities for FGV Palm Industries Sdn Bhd – Kulai POM was for CPO and PK transportation. ii. Sighted the contract agreement between FGV Trading sdn Bhd with FGV Transport Services Sdn Bhd; <ul style="list-style-type: none"> a) FGV Palm Industries Sdn Bhd - Kulai POM has legal ownership of all input material to be included in the outsourced process. Refer listing of FFB Supplier Certified. The contract agreement and details like MPOB licence were kept in the file. b) Refer Contract Agreement between FGV Trading sdn Bhd with FGV Transport Services Sdn Bhd. Agreement on the Transportation of CPO and PK (Refer appendix A & B); Initial term: 3 years commencing from 01/11/2021 and expiring on 31/10/2024. c) The mill trades CSPO and CSPK with its buyers among refineries and/or oleo-chemical plants. Based on agreements, transporter has no ownership of transported products and owned by buyer. <p>The contract agreements specified that all transporters are required to fulfil and comply with applicable legal requirements. Refer Section 6.8.4.1 stated on "mill shall furthermore ensure through contractual arrangements that independent third parties engaged provide relevant access for duly accredited CBs to their</p>	<p>Complied</p>
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		respective operations, systems, and all information, when this is announced in advance” and “the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary”.	
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.	Names and contact details of transporters used for the physical handling of RSPO certified oil palm products were recorded and registered in the mill supplier database system. The independent third parties involve in Mill operation is only transportation services for CPO and PK.	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.	There is no new contractors used for the handling of certified CPO and PK. As per stated in the procedure Section 6.8 “6.8.3 – Mill will informed 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”.	Complied
3.8.12	<p>Record keeping</p> <ul style="list-style-type: none"> 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. 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. 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. iv) For Mass Balance Module, the mill: <ul style="list-style-type: none"> 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>Record Keeping</p> <ul style="list-style-type: none"> i) All the sampled records related to the movements of RSPO certified materials and products were found to be accurate, complete, up-to-date, and accessible. ii) The retention period for maintaining the traceability records is 2 years as stated in the Refer SOP No.: FGV/GSD-SCCD/SOP/007 dated 07/01/2021 Section 6.9. iii) NA as the mill is using MB model. iv) For Mass Balance Module: 	Complied

	<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>		
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>	Conversion factor of CPO and PK production is depending on the actual OER and KER.	Complied
3.8.14	Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.	FGVPI Kulai POM derives the extraction rates based on the actual extraction rate produced in the mill. Therefore, the accuracy is continuously maintained.	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>	NA as the mill is using MB module.	Not Applicable
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p>	<p>Registration of transactions</p> <p>i) The registration of PalmTrace is carried out by the FGV Trading Department, HQ. All transaction will be registered in the Palm Trace. There is no shipment has been made for both CPO and PK.</p> <p>ii) RSPO Certified Volumes Sold under as different scheme or conventional was not able to be confirmed its shipping</p>	Complied

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

	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.	announcement by the buyer. Sighted evidence of removal of CPO and PK sold as conventional based on Stock Transactions in Palm Trace.	
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	RSPO trademark was not use. Nonetheless, the facility is aware with the requirements of the RSPO Rules on Market Communications and Claims.	Complied
General corporate communications			
4.1	A corporate communication is one made by any RSPO member that highlights its RSPO membership and/or its commitment to the objectives and principles of RSPO. Corporate communication is a “non-product related” claim.	The FGV Holdings Berhad website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil. The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications.	Complied
4.2	<p>In corporate communications, a member is allowed to:</p> <ul style="list-style-type: none"> A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of RSPO D. state the member’s history with regard to RSPO E. use the RSPO Trademark (as shown below) with a valid trademark licence number to promote its RSPO membership 	<p>The FGV Holdings Berhad website was reviewed and confirm that the communication made did not explicitly highlight its RSPO membership but had communicated its commitments towards production of sustainable palm oil.</p> <p>The website had not displayed the RSPO website and had not display any RSPO Trademark.</p>	Not Applicable
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.	The FGV Holdings Berhad website was reviewed and confirm the communications are mainly on the efforts and commitments towards production of sustainable palm oil. The website has published reports, statements, policies, procedures and performances of such implementation. The website did not specifically publish its product as RSPO certified product.	Not Applicable

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.	The communication did not imply any such that being an RSPO member means had certified to RSPO related certifications and selling of its oils are considered RSPO certified.	Not Applicable
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.” 	There is no statement that highlight their RSPO certification and product-related claims in their corporate communication tools as verification through website FGV Holding Berhad.	Not Applicable
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>B. Claim statements are limited to the following examples:</p> <ol style="list-style-type: none"> i. “The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR).” 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. 	This UoC has been certified with RSPO P&C since 22/02/2019 with certificate number RSPO 693237. Therefore, this indicator is not applicable. Not applicable as FGV Holdings Berhad is a certified member.	Not Applicable

	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".		
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.	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.	Complied
5.1.2	Product-specific communications are voluntary.	No Product-specific communications are being made by the UoC.	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.	There is no RSPO Label is displayed for product specific communication from FGVPI Kulai POM	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.	The website had not displayed the RSPO website and had not display any RSPO Trademark.	Complied
5.1.5	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 <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. 	Not applicable since FGVPI Kulai POM is not under retailers, traders or distributor category.	Not Applicable

	<ul style="list-style-type: none"> 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. 		
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>	<p>Not applicable since FGVPI Kulai POM POM is not under retailers, traders or distributor category.</p>	<p>Not Applicable</p>
<p>5.2 Off pack claims</p>			
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 should be used together with the valid trademark licence number wherever an off pack claim is made.</p>	<p>FGVPI Kulai POM ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below:</p> <p>Sighted records of sales of CPO and PK:</p> <p>Sample 1</p> <p>Product: CPO</p> <p>Buyers: xxxxxxxxxxxxxxxxx</p> <p>Receipt No: H00000523</p>	<p>Complied</p>

		<p>Lorry No: NDM6025 Weight: 44.44 MT</p> <p>Sample 2 Product: CPO Buyers: xxxxxxxxxxxxxxxxx Receipt No: H000005372 Lorry No: NDM6025 Weight: 44.44 MT</p> <p>Sample 3 Product: PK Buyers: FGV Kernel – Pasir Gudang Receipt No: L00000117 Lorry No: WUJ7510 Weight: 44.80 MT</p> <p>Sample 4 Product: PK Buyers: xxxxxxxxxxxxxxxxx Receipt No: L00000095 Lorry No: WYE1556</p>	
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		Weight: 45.02 MT	
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.	<p>FGVPI Kulai POM ensured the required information is available in document form. Outgoing records of CPO and PK were verified as below:</p> <p>Sighted records of sales of CPO and PK:</p> <p>Sample 1</p> <p>Product: CPO</p> <p>Buyers: xxxxxxxxxxxxxxxxx</p> <p>Receipt No: H00000523</p> <p>Lorry No: NDM6025</p> <p>Weight: 44.44 MT</p> <p>Sample 2</p> <p>Product: CPO</p> <p>Buyers: xxxxxxxxxxxxxxxxx</p> <p>Receipt No: H000005372</p> <p>Lorry No: NDM6025</p> <p>Weight: 44.44 MT</p> <p>Sample 3</p> <p>Product: PK</p> <p>Buyers: FGV Kernel – Pasir Gudang</p>	Complied

		Receipt No: L00000117 Lorry No: WUJ7510 Weight: 44.80 MT Sample 4 Product: PK Buyers: xxxxxxxxxxxxxxxxx Receipt No: L00000095 Lorry No: WYE1556 Weight: 45.02 MT	
5.2.3	<p>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:</p> <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. 	Not applicable since FGVPI Kulai POM Mill is not under distributor or wholesaler category.	Not Applicable
5.3 On pack claims			
5.3.1	<p>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</p>	<p>There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. Not applicable as no packings required for the mill products as deliveries made in bulk via tanker</p>	Not Applicable

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

	purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	for CPO and cargo lorry for PK. Delivery documents specified only RSPO module i.e. CPO MB and PK MB.	
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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
	<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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
	<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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
	<p>D) For Products covered with Book and Claim (B&C):</p> <ul style="list-style-type: none"> • RSPO CREDITS* • 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>	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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

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

5.3.3	On pack claims shall not include information about the claimant’s RSPO membership status.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
5.3.4	Members shall not communicate to consumers information about their suppliers’ RSPO membership status.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
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.	There is no On Pack Claim by mill since they produce only raw product which is CPO and PK only. 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
MODULE B – MASS BALANCE SPECIFIC RULES			
Mass Balance palm oil content			
	95% of the palm oil content must be RSPO MB-certified.	Oil palm content for CPO and PK is 100% RSPO MB certified. Non-certified FFB is come from external crop and since FGVPI Kulai POM is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	Complied
	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	FGVPI Kulai POM only applies MB model and the conventional CPO are downgraded from MB whenever demanded. Non-certified FFB	Complied

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

	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.	is come from external crop and since FGVPI Kulai POM is using Mass Balance module, the non-certified volume is covered in the Mill Performance Report (Continues Accounting System).	
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 messaging involved since FGVPI Kulai POM is producing crude palm product and does not involve in any labelling of end product.	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 RSPO label and storytelling in product-related communications used as CPO and PK is semi-finished product. No label been used for the mill products. Hence, this requirement is not applicable.	Not Applicable
Principle 4: Respect community and human rights and deliver benefits			
Criterion 4.1: The unit of Certification respects human rights, which includes respecting the rights of Human Rights Defenders.			
4.1.1	(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	FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where the company committed to respecting human rights by upholding international human rights principles and standards as encapsulated in the Universal Declaration of Human Rights (UDHR), and other	Complied

	<p>unit of certification and contracted services, including contracted security forces.</p> <p>- Critical (Major) compliance -</p>	<p>applicable international human rights treaties, subject to the laws and regulations of the countries and territories in which FGV Group operates. In fulfilling its responsibility to respect human rights, FGV Group is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).</p> <p>The policy has been explained to related stakeholders for both operating units during the stakeholders' consultations dated 27/09/2023 with attendance of various stakeholders such as local communities, government agencies. Other than that, the management has disseminated policy and procedure to all stakeholders that unable to attend the stakeholders consultations. Communication also has been done to FFB supplier, vendor, supplier and contractors on 17/10/2023</p> <p>As per interview, there is evidence that all workers has been communicated with policy and they can demonstrate their understanding on the policy</p>	
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 prohibits any form of harassment in their operation as per policy that has been established. Interview with the workers and stakeholders confirmed that they are aware of prohibition for any harassment by the management and action will be taken for any cases of harassment that happen. As verified during the audit, there was no harassment cases that has happen in both operating units that been confirmed through interview with both workers and stakeholders</p>	Complied
<p>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</p>			
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-</p>	<p>FGV Holdings Berhad has established SOP for "Menangani Aduan dan Rugutan" with Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is established to provide a system for the internal and external stakeholders to lodge complaints and</p>	Complied

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

	<p>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>grievances to the management. Stated under clause 7.0 of the SOP, that information obtained from the complainants will be keep secret and remain anonymous throughout the processes. Timeline to resolve the complaints and grievances are as per below.</p> <table border="1" data-bbox="1137 507 1921 802"> <thead> <tr> <th>Stage</th> <th>Complaint Projected to</th> <th>Timeline of Response</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Operating Unit</td> <td>14</td> </tr> <tr> <td>2</td> <td>Regional Office</td> <td>14</td> </tr> <tr> <td>3</td> <td>FGV Holdings Berhad, Human Resources Department</td> <td>60</td> </tr> </tbody> </table> <p>In summary, complaints and grievances that are brought forward to the operating unit 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>	Stage	Complaint Projected to	Timeline of Response	1	Operating Unit	14	2	Regional Office	14	3	FGV Holdings Berhad, Human Resources Department	60	
Stage	Complaint Projected to	Timeline of Response													
1	Operating Unit	14													
2	Regional Office	14													
3	FGV Holdings Berhad, Human Resources Department	60													
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>Doc. No.: FGV/ML-1A/L2-Pr13 dated 01/04/2019. The procedure is to provide a system for the internal and external stakeholders to lodge complaint and grievances to the management.</p> <p>Besides, grievance reporting channels were published in the company's website, https://www.fgvholdings.com/whistleblowing/. The channels of reporting such as through letter, email, in person or Hotline Toll Free call. The whistleblowing e-form was available in https://www.fgvholdings.com/sustainability/grievance/# for the stakeholders to report a grievance.</p>	Complied												

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

		<p>Communication of the SOPs has been done to all the workers at each operating units during morning muster call and during the stakeholder's consultation for all stakeholders. It has been confirmed that all workers aware with the process on how to lodge any complaint.</p> <p>There is no illiterate parties has been identified for both operating units which has been verified through interview with sample workers, and asking them to write the attendance.</p> <p>As per interview, all the interviewed workers can demonstrate understanding on the procedure.</p> <p>As per stakeholder consultation conducted, they have given awareness training on the procedure and have good understanding on that.</p>	
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 maintained in logbook title "Buku Aduan dan rungutan" and has been maintained since 2021 for each operating unit. For FGVASSB Taib Andak Estate, most of the complaint received is on housing/facilities repair.</p> <p>Sample has been taken for complaint received on repair housing which has been resolves on the same days</p> <p>Further verification has been done by auditor to verify the implementation of the procedure and effectiveness of respond to all complaint through site visits and interview and there is evidence that all complaint has been responded according to the time line state which is 14 days from the date of complaint received for internal matter.</p>	Complied
4.2.4	<p>The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to</p>	<p>As per SOP for Complaint & Grievance (Doc no: FGV/ML-1A/L2-Pr13 issue 01, revision 02 dated 01/04/2019, under clause 7.1.4 (4th stages) 7.1.4.1 if there is no agreement after complaint lodges to</p>	Complied

	<p>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>the headquarters, the complaint can be escalated 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 a solution. Other than that, workers union has been established for both POM and estates which complainant can select to represent them for any complaint. Stated in the procedure under clause 6.1.2.2, that the complainant can choose representatives such as Workers Union to represent them.</p>	
<p>Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.</p>			
<p>4.3.1</p>	<p>Contributions to community development that are based on the results of consultation with local communities are demonstrated.</p> <p>- Minor compliance -</p>	<p><u>FGVPI Kulai POM</u></p> <ol style="list-style-type: none"> 1. Contribution of organic humus to the nearby school 2. Joint activities with FELDA Taib Andak for Maulidul Rasul celebration 3. The management also provided chicken to all the workers during the Eid Fitri celebrations. 4. Maintenance of main road from mill to village dated 16/10/2023 5. Donation during "Maulidur Rasul" dated 07/10/2023 	<p>Complied</p>
<p>Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.</p>			
<p>4.4.1</p>	<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>The mill land ownership for 13.09 ha as per agreement entitled "Surat Perjanjian Antara Lembaga Kemajuan Tanah Persekutuan (FELDA) dan Felda Palm Industries Sdn Bhd Rancangan: Felda Taib Andak" dated 25/11/1996 and "Perjanjian Pajakan Tanah (LLA) dengan FELDA" dated 01/11/2011. No changes from previous audit.</p>	<p>Complied</p>

		FGVASSB Bukit Besar (Taib Andak Estate) land ownership for 55.91 ha as per agreement entitled "Kelulusan Cadangan Kadar Pajakan Tanah bagi Pembaharuan Pajakan FGV Agri Services (FGVASSB) keatas Tanah FELDA Seluas 6751.665 Hektar". Refer letter no. (45)1450/1/11 Pt. 2 dated 09/04/2021.	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land.	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate's land is leased to FGV for Oil Palm Plantation	Complied

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

	- Minor compliance -	activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	
4.4.3	<p>(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping involving affected parties (including neighbouring communities where applicable, and relevant authorities).</p> <p>- Critical (Major) compliance -</p>	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate’s land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.4	<p>All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements.</p> <p>- Minor compliance -</p>	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate’s land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.5	<p>(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose.</p> <p>- Critical (Major) compliance -</p>	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate’s land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
4.4.6	<p>There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties.</p> <p>- Minor compliance -</p>	There is no changes compare to last year where there is no customary right in FGVPI Kulai POM and FGVASSB Taib Andak Estate as the land is belong to FGV Palm Industries Sdn Bhd and FELDA. The estate’s land is leased to FGV for Oil Palm Plantation activities. It was verified through the land titles and interviewed with stakeholder confirmed that there is no any land dispute reported.	Complied
<p>Criterion 4.5: No new plantings are established on local peoples’ land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.</p>			

4.5.1	<p>(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available.</p> <p>- Critical (Major) compliance -</p>	<p>The mill land ownership for 13.09 ha as per agreement entitled "Surat Perjanjian Antara Lembaga Kemajuan Tanah Persekutuan (FELDA) dan Felda Palm Industries Sdn Bhd Rancangan: Felda Taib Andak" dated 25/11/1996 and "Perjanjian Pajakan Tanah (LLA) dengan FELDA" dated 01/11/2011. No changes from previous audit.</p> <p>FGVASSB Bukit Besar (Taib Andak Estate) land ownership for 55.91 ha as per agreement entitled "Kelulusan Cadangan Kadar Pajakan Tanah bagi Pembaharuan Pajakan FGV Agri Services (FGVASSB) keatas Tanah FELDA Seluas 6751.665 Hektar". Refer letter no. (45)1450/1/11 Pt. 2 dated 09/04/2021.</p>	Complied
4.5.2	<p>(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant information and documents made available, with option of resourced access to independent advice through a documented, long-term and two-way process of consultation and negotiation.</p> <p>- Critical (Major) compliance -</p>	<p>No new planting and issues of customary land occurred in FGVASSB Taib Andak Estate a that requires FPIC process since the last audit.</p> <p>It was verified via Global Risk Assessment Services System (GRASS), a system that monitors new development and changes on changes of landscape via satellite images, that there was no new development at FGVASSB Taib Andak Estate in the past recent years.</p> <p>The estate's land statement was verified to have no additional changes to the planted area. This was cross checked against the previous year's land statements and MPOB License</p>	Complied
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p>	<p>No new planting and issues of customary land occurred in FGVASSB Taib Andak that requires FPIC process since the last audit.</p> <p>It was verified via Global Risk Assessment Services System (GRASS), a system that monitors new development and changes on changes of landscape via satellite images, that there was no new development at FGVASSB Taib Andak in the past recent years.</p>	Complied

	- Minor compliance -	The estate’s land statement was verified to have no additional changes to the planted area. This was cross checked against the previous year’s land statements and MPOB License.	
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 -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
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 -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.6	Evidence is available that the communities (or their representatives) gave consent to the initial planning phases of the operations prior to the issuance of a new concession or land title to the operator. - Minor compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.7	New lands are not acquired for plantations and mills after 15 November 2018 as a result of recent (2005 or later) expropriations without consent under the right of eminent domain of the federal and state land acquisition legislations. - Minor compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	There is no new planting for both operating units. It has been verified by the auditor through Global Risk Assessment Services System (GRASS) and interview with local communities and neighbouring estate.	Complied

Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	<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>There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price. Consultation with local communities, which are mainly scheme smallholders is done on annual basis. Verified the latest Stakeholder Consultation done on 22/09/2023 with records available which the management consult if there is any land issuesAs per respond, there is no land issues has been highlighted by local communities base on the minutes meetings. It has been further confirmed by auditor through interview with local communities.</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>There are no changes compared to last year where previous procedure is still applicable in the document "Pengenalpastian dan penyelesaian pertikaian tanah" with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights. Procedure on the compensation to the people entitled and monitoring of boundary stone was detailing in the procedure. Compensation will be paid according to basic cost/ acre and market land price.</p>	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p>	<p>FGVPI Kulai POM does not have scheme smallholders within its certification unit. Though FELDA supplies FFB to the mill, they do not fall under the same certification unit therefore the certificate</p>	Complied

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

	- Minor compliance -	holder does not influence the land title ownership of the scheme smallholders. Thus, this indicator is not applicable.	
4.6.4	The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. - Minor compliance -	There is no changes compare to last year where there is no customary right in Kulai POM as the land is belong to FGV Palm Industries Sdn Bhd.	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	(C) A mutually agreed procedure for identifying people entitled to compensation is in place. - Critical (Major) compliance -	<p>FGV has established the procedure “Pengenalpastian Dan Penyelesaian Pertikaian Tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights, its identification, and solutions to land disputes. Procedures on the compensation to the people entitled and monitoring of boundary stone was detailed in the document. The procedure states that compensation will be paid according to basic cost/acre and market land price.</p> <p>FGV Kulai Complex has been leased from Lembaga Kemajuan Tanah Persekutuan (FELDA). There were no customary right lands within the FGV Kulai Complex as this was conformed during the stakeholder consultation with the neighbouring communities. It was also confirmed that there were no land acquisition which relinquished the customary or user rights of the surrounding communities.</p>	Complied
4.7.2	(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.	FGV has established the procedure “Pengenalpastian Dan Penyelesaian Pertikaian Tanah” with Doc. No. ML-1A/L1-Pr10(0) dated 01/06/2016. The objective of the procedure is to handle and monitor issue raised from local communities on customary or user rights, its identification, and solutions to land disputes. Procedures	Complied

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

	- Critical (Major) compliance -	on the compensation to the people entitled and monitoring of boundary stone was detailed in the document. The procedure states that compensation will be paid according to basic cost/acre and market land price.	
4.7.3	Communities that have lost access and rights to land for plantation expansion are given opportunities including employment and supply contracts to benefit from plantation development. - Minor compliance -	There are no customary right lands both operating units under FGV Kulai Certification Units. It has been confirmed through interview with local communities and neighbouring estate	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 FGVPI Kulai POM Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation	Not Applicable
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 FGVPI Kulai POM Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation	Not Applicable
4.8.3	Where there is evidence of acquisition through dispossession or forced abandonment of customary and user rights prior to the current operations and there remain parties with demonstrable customary and land use rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4)	There are no customary right lands at all operating units under FGVPI Kulai POM Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation	Not Applicable

	- Minor compliance -																
4.8.4	For any conflict or dispute over the land, the extent of the disputed area is mapped out in a participatory way with involvement of affected parties (including neighbouring communities where applicable). - Minor compliance -	There are no customary right lands at all operating units under FGVPI Kulai POM Certification Units. It has been confirmed through interview with local communities and neighbouring estates during the stakeholder consultation	Not Applicable														
Principle 5: Support smallholder inclusion																	
Criterion 5.1: The unit of certification deals fairly and transparently with all smallholders (Independent and Scheme) and other local businesses.																	
5.1.1	Current and previous period prices paid for FFB are publicly available and accessible by smallholders. - Minor compliance -	Current and previous price paid for FFB are publicly available being displayed on a notice board in front of the mill weighbridge counter and accessible by smallholders. FFB prices records verified as following: <table border="1" data-bbox="1137 802 1926 1050"> <thead> <tr> <th rowspan="2">Date</th> <th colspan="2">Price per 1% OER</th> </tr> <tr> <th>Set A</th> <th>Set B</th> </tr> </thead> <tbody> <tr> <td>1/11/2023</td> <td>RM 37.00</td> <td>RM 36.50</td> </tr> <tr> <td>7/11/2023</td> <td>RM 37.50</td> <td>RM 37.00</td> </tr> <tr> <td>14/11/2023</td> <td>RM 38.00</td> <td>RM 37.50</td> </tr> </tbody> </table>	Date	Price per 1% OER		Set A	Set B	1/11/2023	RM 37.00	RM 36.50	7/11/2023	RM 37.50	RM 37.00	14/11/2023	RM 38.00	RM 37.50	Complied
Date	Price per 1% OER																
	Set A	Set B															
1/11/2023	RM 37.00	RM 36.50															
7/11/2023	RM 37.50	RM 37.00															
14/11/2023	RM 38.00	RM 37.50															
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 -	The mill explains in the FFB pricing to the FFB suppliers through meetings/visits with the smallholders and FFB suppliers. For smallholders among settlers, explanation conducted during meeting " <i>Jawatankuasa Permuafakatan Produktiviti dan Kualiti</i> " as per sample latest minutes of meeting <i>Jawatankuasa Permuafakatan Produktiviti dan Kualiti Kompleks Kulai; Minit Meyuarat JPPK Kilang Sawit Kulai; # 03/2023; Date: 28/3/2023; Venue: Kulai POM Meeting Room; Attendance:</i> - FGVPISB Kulai POM Manager (Secretary)	Complied														

		<ul style="list-style-type: none"> - Felda Ulu Tebrau Manager (Chairman) - Felda Bukit Batu Manager (Treasurer) - Felda Taib Andak Manager - FPM Felda Taib Andak Manager - FGVAS Taib Andak Estate Manager - FGVPISB Area Quality Supervisor (AQS) - FPM Felda Ulu Tebrau Area Field Controller - Felda Ulu Tebrau Settlers Head - Felda Taib Andak Settlers Head <p>No request received from other external smallholders on the pricing explanation. Notwithstanding, all FFB purchase agreements included with the self-explanatory FFB pricing mechanism which based on MPOB price and graded FFB quality.</p>	
5.1.3	<p>(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented.</p> <p>- Critical (Major) compliance -</p>	<p>FFB pricing mechanism was spelled out in the contract agreement between FFB suppliers and FGV Trading Sdn. Bhd. the FFB price were determined by the daily CPO price by MPOB and daily graded extraction rate.</p> <p>The pricing mechanism calculation stated the following: <i>"Harga muktamad BTS/mt = Harga Asas Harian BTS untuk 1% x Peratus Kadar Perahan Digred (%KPG). %KPG = KPA MSM Pengredan - Penalti Kualiti"</i></p>	Complied
5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and</p>	<p>The mill involved all relevant stakeholders in the decision-making process involving smallholders FFB pricing via <i>"Jawatankuasa Permuafakatan Produktiviti dan Kualiti"</i> meeting latest conducted on 28/3/2023.</p>	Complied

	<p>repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>														
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	<p>Contracts are fair, legal and transparent and have an agreed timeframe as per sample as following:</p> <ul style="list-style-type: none"> - "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Md. Fadzir Bin Mohd. Lajim - "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and TH Huat Trading - "Surat Tawaran Belian Buah Tandan Segar (BTS), Pembekal Luar Harga Harian" between FGV Trading Sdn. Bhd. and Bingan Jaya Sdn. Bhd. 	Complied												
5.1.6	<p>(C) Agreed payments are made in a timely manner and receipts specifying price, weight, deductions and amount paid are given.</p> <p>- Critical (Major) compliance -</p>	<p>The payments to the FFB suppliers were made in a timely manners as agreed in the FFB Purchasing contracts. Reviewed the evidence of sample payments for the month of July 2023 as follows:</p> <table border="1" data-bbox="1137 986 1926 1185"> <thead> <tr> <th>Supplier</th> <th>Doc ref. no.</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Md. Fadzir Bin Mohd. Lajim</td> <td>3402xxxx</td> <td>7/8/2023</td> </tr> <tr> <td>TH Huat Trading</td> <td>3402yyyy</td> <td>7/8/2023</td> </tr> <tr> <td>Bingan Jaya Sdn. Bhd.</td> <td>3402zzzz</td> <td>7/8/2023</td> </tr> </tbody> </table>	Supplier	Doc ref. no.	Date	Md. Fadzir Bin Mohd. Lajim	3402xxxx	7/8/2023	TH Huat Trading	3402yyyy	7/8/2023	Bingan Jaya Sdn. Bhd.	3402zzzz	7/8/2023	Complied
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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>Weighbridges used for determining payment to smallholders are verified by an independent third party on a regular basis by government agency i.e. Metrology Corporation Malaysia via its subsidiary as per latest calibration and stamping records as following:</p>	Complied												

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

		<p>- Weighbridge 1 Serial # B812577826; Mettler Toledo 70,000 Kg ± 10 Kg; Calibration cert. # D051134 by De Metrology Sdn. Bhd.; Stamping (Security Sticker) # DE18-012885; Date: 3/1/2023</p> <p>Weighbridge 2 Serial # B812577831; Mettler Toledo IND 780 70,000 Kg ± 10 Kg; Calibration cert. # D207037 by De Metrology Sdn. Bhd.; Stamping (Security Sticker) # DE18-013935; Date: 9/10/2023</p>	
5.1.8	<p>The unit of certification supports Independent Smallholders with certification, where applicable, ensuring mutual agreements between the unit of certification and the smallholders on who runs the internal control system (ICS), who holds the certificates, and who holds and sells the certified material.</p> <p>- Minor compliance -</p>	<p>The certification unit does not deal with the independent smallholders directly but with the management agencies including Felda and Felda Plantation Management. FFB suppliers other than Felda are free whether to sell their crop to FGV PISB Kulai POM or not. Hence, no contract agreement necessary.</p>	Complied
5.1.9	<p>(C) The unit of certification has a grievance mechanism for smallholders and all grievances raised are dealt with in a timely manner.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Group established Complaint procedure '<i>Menangani aduan dan rungutar</i>', Doc. # FGV/ML-1A/L2; Date: 01/04/2019. The complaints will be solved in 14 days (first stage), 14 days (second stage). The complaint must be resolved within 2 months from the date of discussion in third stage.</p>	Complied
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>FGV Holdings Berhad via its Sustainability Certification and Compliance Department (SCCD) personnel and FGV PISB Kulai POM management has conducted consultation sessions with independent smallholders and FFB suppliers on 8–10/3/2023 as part of its smallholder support initiatives. These smallholders are among settlers from Felda Taib Andak and Felda Bukit Besar attended the consultation programs with agenda include the following:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p>	Complied

		<p>Seminar 3: Women's empowerment in the industry</p> <p>It was also specified in the consultation sessions that FGV able to assist smallholders in sustainability certifications where in current developments, most smallholders already certified with MSPO under the management of Felda. Both FGV and Felda management are working towards achieving RSPO certifications for the settlers in the future to improve their management of oil palm farm as well as productivity of FFB yields that ultimately improve their livelihoods.</p>	
5.2.2	<p>The unit of certification develops and implements smallholder support programme to improve smallholder livelihood and build their capacity to enhance productivity, quality, organisational and managerial competencies, and specific elements of RSPO certification (including the RSPO Independent Smallholder Standard or RISS).</p> <p>- Minor compliance -</p>	<p>FGV Holdings Berhad via its Sustainability Certification and Compliance Department (SCCD) personnel and FGV PISB Kulai POM management has conducted consultation sessions with independent smallholders and FFB suppliers on 8–10/3/2023 as part of its smallholder support initiatives. These smallholders are among settlers from Felda Taib Andak and Felda Bukit Besar attended the consultation programs with agenda include the following:</p> <p>Seminar 1: FGV's commitment to palm oil sustainability</p> <p>Seminar 2: Oil Palm Certification</p> <p>Seminar 3: Women's empowerment in the industry</p> <p>It was also specified in the consultation sessions that FGV able to assist smallholders in sustainability certifications where in current developments, most smallholders already certified with MSPO under the management of Felda. Both FGV and Felda management are working towards achieving RSPO certifications for the settlers in the future to improve their management of oil palm farm as well as productivity of FFB yields that ultimately improve their livelihoods.</p>	Complied
5.2.3	<p>Where applicable, the unit of certification provides support to smallholders to promote legality of FFB production.</p> <p>- Minor compliance -</p>	<p>All smallholders among Felda settlers already obtained their individual land ownership documents with MPOB license registered under the Scheme Smallholder Manager i.e. Felda Taib Andak and</p>	Complied

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

		Felda Bukit Besar. Copies of MPOB licenses kept by the mill to ensure the legality of FFB production by Felda settlers.	
5.2.4	(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling. - Critical (Major) compliance -	The Scheme Smallholder Manager i.e. Felda has developed their own training programs for the settlers that includes pesticides handling. Notwithstanding, FGV via the consultation sessions specified that they are willing to assist in the training if required by the Felda management.	Complied
5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	Since the 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.	Complied
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where no person shall be subjected to any discrimination in employment, including hiring, compensation, advancement, training, disciplinary action, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination. The policy was available for verification and has been publicly posted at the workers quarters/hostel, office and muster ground. As per interview, it has been confirmed that all workers can demonstrate their understanding on the policy.	Choose an item.
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers.	Interviewed and verified through salary slips shows that there is no discrimination in terms of salary payment especially for similar work	Choose an item.

	<p>- Critical (Major) compliance -</p>	<p>scope. FGV has committed that no recruitment fee should be imposed on foreign workers.</p> <p>As per interview with foreign workers, he mentioned that has been recruited in January 2023, he need to pay RM1,200 per person to be recruited. He mentioned that he already reported to FGV management on the issues during the probation at one stop center. Further verification done, the complaint has been taking note by the management and bring up to the meeting for board director. In the meeting, board director has been decided to reimbursement the cost paid and approved the amount.</p> <p>Based on the document verification and interview, it has been confirmed that the reimbursement has been made to the worker by the management. Further interview was conducted to the management and FGV has committed to zero recruitment fee and implemented the mechanism established to ensure that there is no issue on recruitment fee to the workers in future.</p>	
<p>6.1.3</p>	<p>The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.</p> <p>- Minor compliance -</p>	<p>As per verification there is evidence the units of certification demonstrate recruitment selection, hiring, access to training and promotion based on skills, capabilities, qualities and medical fitness</p> <p>There is no new recruitment, termination and promotion has been happen in FGVASSB Taib Andak Estate.</p> <p><u>FGVPI Kulai POM</u></p> <p>Sample of 3 local workers that has been recruited in year 2023 as daily rated workers and verified medical check-up records, assessment records and offer letter for the workers.</p> <p>There is promotion has been done on annual basis and sighted document template talent which clear define the workers qualification and KPI and has been submitted to regional office,</p>	<p>Complied</p>

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

		interviewed has been done approved by regional office. 3 sample of workers has been taken by auditor and verified which promoted from Grad 07 to Grade 06 and Grade 05 to Grade 04	
6.1.4	Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - Minor compliance -	There is no pregnancy test has been practices for both operating units. There are no female workers that working in the operations or at field which most of the female workers working at admin in the office or as cleaner. It has been confirmed through interview with female workers that has been sample at both operating units.	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 -	Gender committee has been established for both operating units under Keluarga Dayabudi and the objective of the committee is to communicate the policy related to female workers, improvement in qualities through activities conducted and as one of the mechanism /channels to lodge any complaint related to gender issues. Latest meeting has been conducted .Activities that have been conducted is Maulidur rasul celebration and recitation Yaasin between female workers. FELDA settler days celebrations.	Complied
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	As per verification by auditor through interview, verification of pay slips , punch cards, there is evidence that all workers has been according to Minimum Wages Order 2022 which is RM57.69/day and RM1500.00/month. Comparison has been between workers from different category which are local/foreign, gender, and races.	Complied
Criterion 6.2: Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW).			
6.2.1	(C) Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages (English or Bahasa Malaysia) and explained to them in language they understand. - Critical (Major) compliance -	Collective agreement for FGVPI Kulai POM sighted in document number COG.No 119/2022 registered on 12/05/2023 between FGV Palm Industries Sdn Bhd and Kesatuan Pekerja -pekerja FGV Palm Industries Sdn Bhd which valid from 01/01/2019 and 31/12/2024. While for estates, Collective agreement between FGV Plantation (Malaysia) Sdn Bhd and Kesatuan Pekerja Pekerja FGV Plantations	Complied

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

		<p>(Malaysia) Sdn Bhd for period 01/01/2019 until 31/12/2021 document number COG. No: 025/2020 was available for verification. The collective Agreement had detailed the pay and conditions for local workers. The latest collective agreement still under discussion between both parties which still waiting from industrial court. While, for foreign workers, pay and conditions has been detailed in the employment contract which has been signed by both parties in the language of the origin countries of the workers.</p> <p>There is evidence that workers has been explained on collective agreement (previous and latest draft version) and can be sighted base on training records. It has been further confirmed through interview where workers can demonstrate their understanding on the collective agreement and employment contract.</p>	
6.2.2	<p>(C) Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed. This includes a form of record for work done by family members.</p> <p>- Critical (Major) compliance -</p>	<p>Sample of 22 workers has been taken for both operating units based on different workers category which is gender, types of works, origin of countries and length of services.</p> <p>For FGVASSB Taib Andak, there were workers from Indonesia and , India and latest recruitment have been done in January 2023. While for FGVPI Kulai POM, there was no foreign workers. Sighted employment contract for all workers that has been established from origin (Indonesia, Bangladesh and India) which has been documented in the document number FGV/FGVPM-JTK/Contract. Pays and benefits has been clearly outlined in the collective agreement and employment contract which includes terms on regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice. As per interview with the management for estates, workers salary will be monitored through pocket checkroll and "kad kong" which clearly stated types of works, productivity and total amount of salary achieved. Sample has been taken payslips, checkroll and kad kong</p>	Complied

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

		for month March'23, June'23 and September'23 which base on low crop, peak crop and medium crop season. While for FGVPI Kulai POM, workers salary has been monitored through thumb print, overtime monitoring records.	
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>As per verification, there is evidence that both operating units comply with regular working hours as per stated in Employment Act 1955 revision 2023 which stated that working hours is 7 and half hours per day. For FGVASSB Taib Andak ,working hours start at 6.30 and end at 2pm while for FGV Kulai POM, there are 2 shift which is from 8am-4pm,4pm until 12pm and 12pm to 8am.</p> <p>In term of overtime, there is evidence that overtime has been paid according where it has been paid at 1.5 rate for normal day and 2.0 for rest day. For FGV Kulai POM, overtime has been paid on the next month of overtime done. There is evidence no workers done overtime more than 104 hours.</p> <p>All workers entitled for annual leave, sick leave, public holiday. For annual leave, for those works not more than 2 years, workers entitle for 10 days annual leave, 2- 5 years, 12 days and more than 5 year, 16 days</p> <p>For maternity leave, female workers entitled 98 days of maternity leave after the childbirth and while for husband total 7 days will be awarded.</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</p>	<p>Both operating units is located in the area of FELDA settlement which is FELDA Taib Andak. Sanitation facilities is sufficient where each housing has one toilet for 4 workers while for hostel, there are 10 toilets for 1 dormitory with 20 persons. For medical, there is government clinic which is Klinik Kesihatan Taib Andak which has been paid the management of each operating units.</p>	Complied

	<p>upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p> <p>- Critical (Major) compliance -</p>	<p>Waters are supplied by Syarikat Air Johor (SAJ) and while for electric, through Tenaga Nasional Berhad (TNB) with subsidized RM10.00 (RM6.00 for electric and RM4.00 for water) to each worker. There is government school located nearby and FELDA settler. Public hall for sport activities and playground were available at the FELDA residential area. Mosque is located nearby the quarters.</p> <p>It has been verified by the auditor through interview with the sample workers and site visit to workers housing.</p>	
6.2.5	<p>The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food.</p> <p>- Minor compliance -</p>	<p>Location of mill and estate was inside the vicinity of FGV Settlers village and access to town is available by public transport. Groceries shops and restaurants are sighted to be close by, and the workers can easily access to adequate, sufficient and affordable food. Interview with the workers confirmed that they have no issue with access to food or raw materials.</p>	Complied
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE: STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p>	<p>Assessment of decent living wages has been done for FGV Kulai POM Complex and calculation has been established the prevailing wage calculation to include all the in-kind benefits provided to the workers. Stated in the report, the assessment/calculation was completed following the Household Expenditure Survey Report 2019, published by Department of Statistics Malaysia and RSPO Decent Living Wages Guidance. The net living wages is calculated at RM1,637.26 and the gross DLW (after adding SOCSO, income tax, Employee Insurance Scheme payments), is calculated at RM1,850.00.</p> <p>The minimum wage for the workers is RM1,500 per month, and total average workers received is RM3,730 for local workers and RM2,671 for foreign workers which is higher than living wages and minimum wages. Verification has been done base on payslips that has been</p>	Complied

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

	<p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include other approaches and/or methods to calculate the applicability of DLW in the country or region in accordance to the RSPO endorsed method for determining a DLW. Local applicability for benchmarks is important and it may differ based on the needs of each locality or country). These benchmarks will be developed in collaboration and consultation with relevant stakeholders such as palm oil industry members, workers’ union, authorities and/or relevant organisations.</p> <p><i>For countries where no living wage standard is established, until such time that an RSPO endorsed benchmark for the country is in place, national minimum wages shall be paid to all workers. In addition to the payment of minimum wages, the Unit of Certification (UoC) shall conduct an assessment of the prevailing wages and in-kind benefits provided to workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage (RSPO Guidance for Implementing a Decent Living Wage. The RSPO will also develop further guidance and tools to calculate DLW in line with the RSPO endorsed methodology which may include independent studies by local experts in their respective region or country).</i></p> <p>Once these benchmarks are available, this procedural note is no longer applicable. UoC shall have an implementation plan towards the payment of a DLW with specific targets, and a phased implementation process including:</p> <ul style="list-style-type: none"> • Updated assessment on prevailing wages and in-kind benefits • There is annual progress on the implementation of living wages • Where a minimum wage, based on equivalent of baskets of goods, is stipulated in Collective Bargaining Agreements (CBAs), this should be used as the foundation for the gradual implementation of the living wage payment • The UoC may choose to implement the living wage payment in a specific section as a pilot project; the pilot will then be evaluated and adapted before eventual scale up of the living wage implementation. <p>- Minor compliance -</p>	<p>sample for March’23, June’23 and September’23 and confirmed all the information stated.</p>	
<p>6.2.7</p>	<p>Permanent, full-time employment including contractors’ workers and contracted workers is used for all core work performed by the unit of</p>	<p>There are no casual or temporary workers has been recruited by both operating units which all workers has been recruited as permanent workers. Contractors has been used for hiring JCB, road</p>	<p>Complied</p>

	<p>certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>repairs and domestic waste collection. It has been confirmed that all machineries owned by the contractor has been operated by the owner itself. Verification has been done through master list of workers, payment document, site visit to operations and interview with sample workers.</p>	
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa Malaysia) is available and is explained to all workers, in language that they understand, and is demonstrably implemented.</p> <p>- Critical (Major) compliance -</p>	<p>FGV Holdings Berhad has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV Group recognizes and respects employees' right to freedom of association and to collective bargaining and has been documented in both Bahasa and English. The policy has been posted at the notice board at the morning muster ground, office and the line site. Communication with the employees was done in various methods such as briefing during morning muster, display on notice boards at workers' hostel and training.</p> <p>Communication of the policy has been done and verified as per training records.</p> <p>It has been further confirmed through interview with workers from different categories (foreign/local, male/female, different country of origin, types of workers), there is evidence that they can demonstrate their understanding on the policy that has been established.</p>	Complied
6.3.2	<p>Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages (English and/or Bahasa Malaysia) and made available upon request.</p> <p>- Minor compliance -</p>	<p>Minutes meeting at FGVASSB Taib Andak Estate sighted between management and workers representative that has been conducted on 18/04/2023. with attendance by workers representative that has been elected. Documentation of election has been verified by auditor and has been further confirmed that there is no interference</p>	Complied

		<p>by the management through interview. The minutes meeting has been document in Bahasa Malaysia and has been classified publicly available document which can be requested by any stakeholder.</p> <p>While for FGVPI Kulai POM POM, meeting has been conducted on 19/10/2023. There is no negative issues has been highlighted during both meetings. The minutes meetings has been made available in Bahasa Malaysia and English. As per interview, there is evidence that all workers representative is freely elected and evidence sighted from the election of workers representative</p>	
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>Minutes meeting at FGVASSB Taib Andak Estate sighted between management and workers representative that has been conducted on 18/04/2023.with attendance by workers representative that has been elected. Documentation of election has been verified by auditor and has been further confirmed that there is no interference by the management through interview. The minutes meeting has been document in Bahasa Malaysia and has been classified publicly available document which can be requested by any stakeholder.</p> <p>While for FGVPI Kulai POM POM, meeting has been conducted on 19/10/2023. There is no negative issues has been highlighted during both meetings. The minutes meetings has been made available in Bahasa Malaysia and English. As per interview, there is evidence that all workers representative is freely elected and evidence sighted from the election of workers representative</p>	Complied
Criterion 6.4: Children are not employed or exploited.			
6.4.1	<p>A formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements.</p> <p>- Minor compliance -</p>	<p>There is no changes compare to last year where FGV adopted the same policy can be sighted in Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 where FGV is committed to employing only persons of the age of 18 and above, FGV recognises that Malaysian laws allow for young persons to be engaged in</p>	Complied

		<p>certain forms of employment. Therefore, no person shall be employed under the age of 15, and any employment of young persons shall not be in a manner that is likely to be hazardous, or to interfere with such person’s education, or to be harmful to the person’s health or physical, mental, spiritual, moral, or social development at any stage of the employment.</p> <p>On top of that, FGV Holdings Berhad has established another policy which is in “Pernyataan polisi bagi menghormati dan melindungi hak kanak-kanak” that has been signed by Dato` Mohd Nazrul Izam Mansor, Group chief executive officer on 1/03/2023 document number FGV/GSD/POL/02</p> <p>Contracts agreement sighted for all contractors and has verification where statement meeting applicable legal requirement and clauses disallowing child, forced and trafficked labour has been stipulated in supplier code of conduct, FGV Holdings Berhads document version 001.05.2020</p>	
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>As per the company policy (refer to SCOC dated 01/05/2020), the minimum age for employment of workers is above 18 years old. For recruitment of foreign workers, the main criteria must be within 18 – 45 years old. Before interview for local worker, they are required to submit copy of certificate of education and identification card for age verification and declaration of age is required during the application. Reviewed the master list of employees found that no child labour was employed.</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>Review from the master list of workers for both estate and POM and interview with the workers, it was confirmed that there are no young workers recruited by the managements of each operating units. .</p>	Complied

6.4.4	<p>The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live.</p> <p>- Minor compliance -</p>	<p>The policy has been explained to related stakeholders for both operating units during the stakeholders' consultations dated on 27/09/2023.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			
6.5.1	<p>(C) A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 where the company does not tolerate any form of sexual harassment violence and abuse as per mentioned in the clause 5.2.5.1</p> <p>The Group Sustainability Policy was signed by the CEO on 17/11/2020. Refer doc. no FGV/SED/POL/001 rev. 4(BI).</p> <p>Communication of the policy has been done and verified as per training records.</p> <p>As per interview, there is evidence that all workers has been communicated with policy and they can demonstrate their understanding on the policy</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>FGV has developed Group Sustainability Policy (Policy No.: FGV/SED/POL/001 dated 17/11/2020 revision 4.0 as per stated in clause 5.2.1.1 and mentioned that no person shall be subjected to any discrimination in employment including hiring, compensation, advancement, training, disciplinary action including reproductive rights.</p> <p>Communication of the policy has been done and verified as per training records.</p>	Complied

		As per interview, there is evidence that all workers has been communicated with policy and they can demonstrate their understanding on the policy	
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 -	New mother assessment has been conducted FGVPI Kulai POM for one female worker that works as admin staff. There is 1 request from the new mother for time off for medical check-up. While for FGVASSB Taib Andak, there is no new mother. It has been further confirmed through interview with the 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 -	FGV Holdings Berhad has established internal procedure that outline grievance mechanism in the document title "Prosedur Menangani Aduan Melalui Jawatankuasa Wanita" (Procedures for Handling Complaints Through the Gender Committee) which stated in clause 7.0, Perlindungan dan Kerahsiaan (Protection and Confidentiality), and in the procedure title "Menangani Aduan dan Rungutan (Handling of Complaints and Grievances) document number FGV/ML-1A/L2-Pr13 dated 01/04/2019 that complainant that would like to maintain anonymous are eligible to do so.	Complied
Criterion 6.6: No forms of forced or trafficked labour are used.			
6.6.1	<p>(C) All workers have entered into employment voluntarily and the following are prohibited:</p> <ul style="list-style-type: none"> Retention of identity documents or passports (except for administration purposes including legalisation and renewal processes) Charging the workers for recruitment fees. Contract substitution Involuntary overtime Lack of freedom of workers to resign Penalty for termination of employment Debt bondage 	<p>Based on interviews with the workers, and observations made, the following were verified:</p> <p>a. Retention of documents: All workers are free to keep their own passports. There is no retention of identity documents or passports unless these are needed for passport/work permit renewal. Some Indonesian and Indian workers has been interviewed and confirmed that all the identification document has been kept by the workers itself. It has been confirmed during site visit to line site where verification passport has been kept at their house.</p>	Choose an item.

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

<ul style="list-style-type: none"> • Withholding of wages - Critical (Major) compliance - 	<p>b. Charging of recruitment fee: This is clearly stated in the contracts between FGV Plantation Berhad (FGVPM) with the recruitment agents from Indonesia. The management of FGV Holdings Berhad has established for zero recruitment fees and also clearly mentioned in the contract agreement with the recruitment agent. The systems has been established is through the due diligence conduct at the origin countries, interview with workers at the one stop centre, and also at the operating units that has been allocated. Sample interview with foreign workers was conducted and got 1 case which he mentioned that has been recruited in January 2023 and need to pay RM1,200 per person to be recruited. He mentioned that he already reported to FGV management on the issues during the probation at one stop centre. Further verification done, the complaint has been taking note by the management and bring up to the meeting for board director. In the meeting, board director has been decided to reimbursement the cost paid and approved the amount. Based on the document verification and interview, it has been confirmed that the reimbursement has been made to the worker by the management. Further interview was conducted to the management and FGV has committed to zero recruitment fee and implemented the mechanism established to ensure that there is no issue on recruitment fee to the workers in future.</p> <p>c. Involuntary overtime: Based on interviews conducted with the workers, all overtime work was carried out on a voluntary basis. Workers are free to decline any offers for overtime work. Sighted written consent from workers to work overtime for FGVPI Kulai POM and FGVASSB Taib Andak Estate.</p> <p>d. Lack of freedom to resign: Workers are free to resign as per stated in their employment contracts. This was confirmed</p>	
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		<p>during interviews with workers. There are no terms and condition for any resignation and the flight tickets will bear by the operating units.</p> <p>e. Debt bondage: There is no evidence of any incidence of debt bondage. It has been verified based on sample of pay slips where there is no deduction of salary for debt. Further verification has been done through interview that confirmed that there is no loan/borrowing money given by the management to the workers. From the workers respond, they only used money which is for their own goods. Other cost has been paid by the management.</p> <p>f. Withholding of wages: There is no evidence of withholding of wages. Workers' wages have been paid by the management via Merchantrade System and can be withdrawn at the nearest agent or ATM and sighted evidence of payment that has been signed by the workers. There is evidence that there were no workers' wages being withheld by the management. It has been further confirmed through interview with the workers.</p>	
6.6.2	<p>(C) Where temporary or migrant workers are employed, a specific labour policy and/or procedures are established and implemented.</p> <p>- Critical (Major) compliance -</p>	<p>There are migrant workers has been recruited from India, Indonesia and Bangladesh to work in FGV Holdings Berhad oil palm plantation. As a commitment to manage migrant workers in a good manner and compliance to the requirement FGV Holding Berhad has established specific procedure that has been documented in Guidelines and Procedures for Responsible Recruitment of Foreign Workers dated 27/06/2019. Stated in the procedure clause for non-discrimination, respect for human rights and labour rights as well as health and safety.</p> <p>As per verification, there is evidence that the procedure has been implemented where each process of recruitment has been done</p>	Choose an item.

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

		<p>such as signing employment contract, interview and consultation with migrant workers at origin countries and at One Stop Centre. As per interview, it has been confirmed that all facilities and benefits has been provided equally for all foreign workers. Passport has been kept by the workers itself. There is no evidence of contract substitution where all migrant workers have been explained the content of the employment contract at the origin countries. It has been confirmed through interview with the workers itself.</p>	
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	<p>(C) The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPI Kulai POM as per latest Letter of Appointment as OSH Chairman and Steering Committee for Mill Manager and Appointed Members among Management Representatives and Workers Representatives for Region 5, year 2023; Letter ref. # (45)4110/PZ2/840B/1; Date: 1/10/2023 by Regional Controller (Region 5).</p> <p>OSH committee minutes of meeting:</p> <ul style="list-style-type: none"> - OSH committee meeting # 03/2023; Date: 25/9/2023 - OSH committee meeting # 02/2023; Date: 25/6/2023 - OSH committee meeting # 01/2023; Date: 28/3/2023 <p>FGVASSB Bukit Besar Estate as per latest Letter of Appointment as OSH Chairman and Steering Committee for Estate Manager and Appointed Members among Management Representatives and Workers Representatives for Bukit Besar Station, year 2023; Letter ref. # (06)HSE/B/02 (Rev. 01); Date: 3/7/2023 by Head of R&D Division.</p> <p>OSH committee minutes of meeting:</p> <ul style="list-style-type: none"> - OSH committee meeting # 03/2023; Date: 25/9/2023 	Complied

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

		<ul style="list-style-type: none"> - OSH committee meeting # 02/2023; Date: 25/6/2023 - OSH committee meeting # 01/2023; Date: 28/3/2023 	
6.7.2	<p>Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in national languages (English and/or Bahasa Malaysia) and explained in the language understandable to the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed.</p> <p>- Minor compliance -</p>	<p>The management has implemented emergency preparedness and response measures, encompassing scenarios such as fire, accidents, explosions, and building collapses. Additionally, each respective unit has established an Emergency Response Team, comprising both management and workers who have received training in Basic Occupational First Aid and CPR.</p> <p>Visit to the mill and estate field confirmed that assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites.</p> <p>Accident records available and reported</p> <ul style="list-style-type: none"> - FGVPIB Kulai POM: Akuan Penerimaan Pendaftaran JKKP 8; Ref. # JKKP 8/xxx/2022; Date submitted: 12/1/2023 FGVASSB Taib Andak Estate: Akuan Penerimaan Pendaftaran JKKP 8; Ref. # JKKP 8/yyy/2022; Date submitted: 9/1/2023 	Complied
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>An extensive awareness and training program has been implemented to ensure that all workers involved possess sufficient knowledge of SDS (Safety Data Sheets), safe working practices, and the proper utilization of personal protective equipment (PPE).</p> <p>Appropriate PPE has been provided to workers based on the information outlined in the SDS, recommendations from the Chemical Health Risk Assessment (CHRA), and the outcomes of HIRARC assessments. During the field visit, it was observed that all workers were utilizing the designated PPE that had been issued to them, in accordance with their assigned tasks. For instance, PPE was appropriately utilized at the Sterilizer Station, Press Station, loading ramp, oil room, boiler, manuring areas, harvesting sites, and</p>	Complied

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

		<p>during spraying activities. According to the workers interviewed, the provided PPE was supplied to them at no cost. Detailed records of PPE distribution were maintained by the management and were readily available for audit purposes.</p> <p>To ensure workers' hygiene, the management has provided dedicated bathrooms for sprayers and chemical handlers to cleanse themselves before returning home. These facilities include sufficient changing areas and shower rooms equipped with soap. Additionally, these bathrooms are used for cleaning the workers' PPE, which are subsequently stored in a designated PPE Store provided by the management. It is important to note that no PPE was observed at the linesite during the visit. Furthermore, clean water and soap are provided to workers in the field to maintain sanitation during breaks. The management collects used PPEs, which are classified as Scheduled Waste (SW409), and stores them in a Scheduled Waste Store.</p>	
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>Accident insurance covered via Social Security Organization (SOCSO) sample monthly contribution as per sample SBKP (<i>Skim Bencana Kemalangan Pekerjaan</i>) SOCSO for the month of August 2023; Letter ref. # (125)820105001/03/01 Pt3 – Perkeso; Date: 14/9/2023; Employers' code: F7301001682A. all workers are provided with medical care via company's panel clinic and government clinic.</p>	Complied
6.7.5	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics.</p> <p>- Minor compliance -</p>	<p>Occupational injuries are recorded using Lost Time Accident (LTA) metrics based on number of workers and working hours as following:</p> <ul style="list-style-type: none"> - FGVPISB Kulai POM: Total manhours 2022: 187,500.00; Average total workers 2022: 75 FGVASSB Taib Andak Estate: Total manhours 2022: 242,112.00; Average total workers 2022: 97 (Taib Andak Estate managed by 	Complied

		FGVASSB Bukit Besar Station which also include seedling operations in the station's nursery and estate operations in Taib Andak Estate and Belitong Estate)	
Principle 7: Protect, conserve and enhance ecosystems and the environment			
Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>FGVAS Taib Andak/Bukit Besar Estate continued to monitor the Implementation of Integrated Pest Management (IPM) plans.</p> <ul style="list-style-type: none"> a) The estate had in place documented the IPM plan which covered monitoring of pest, control of pest population levels at below threshold levels by using cultural, biological, physical/mechanical and use of pesticides. The plan was guided by SOP ref FGVPM/L3/GPK-012 dated 01/02/2020.. b) In order to minimize use of insecticides on leaf-eating pest, the estates planted beneficial plants such as <i>Turnera subulata</i>, <i>Cassia cobanensis</i>, <i>Antigonon leptopus</i>, along the roadsides and designated points in the fields and also within the nursery perimeter. To develop beneficial plant nursery comprised of the beneficial plant. c) The plan also advocated single layer EFB mulching in order to prevent the breeding of rhinoceros beetles. Monthly detection and observation of leaf eating pests, mammalian pests and diseases had been continued. These monthly detection and observations were carried by staff. d) The estates carried census on rat damage and diseases like Ganoderma. Rat baiting was by calendar baiting at 2 campaigns per year where recommended by the PC /Agronomist. Baiting are continued until bait acceptance threshold level 	Complied

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

7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>This is not practiced in the estate visited. None of species were referenced in the Global Invasive Species Database and CABI.org are used in the management of IPM.</p>	Complied
7.1.3	<p>There is no use of fire for pest control unless in exceptional circumstances such as plantation sanitation, i.e. where no other effective methods exist, and with prior approval of government authorities.</p> <p>- Minor compliance -</p>	<p>There was no land preparation in the estate by burning ever since FGVAS practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> a) Sustainability Policy dated 17/11/2020 approved by Board of Directors. b) Manual Ladang Sawit LESTARI reviewed on 1/6/12 c) 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 <p>FGVAS Taib Andak/Bukit Besar Estate as a policy of no open burning. As advocated, the estates practiced zero burning. In the immature area 2021 visited during the audit in the estate, it was evident that all palms were felled, shredded, windrowed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	Complied
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.			
7.2.1	<p>(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised.</p> <p>- Critical (Major) compliance -</p>	<p>As stated in the Guidance Procedure (<i>Manual Ladang Sawit Lestari</i> (MLSL) - Sec.4(2.0), Date 01/09/2017) - <i>Merumput Di Kawasan Sawit Matang</i>, satisfactory justification was provided for the usage of specific agrochemicals. Both estates maintain an Approved List of Pesticides, which are duly registered under the Pesticide Board</p>	Complied

		<p>of Malaysia. Based on the chemical register, the types of pesticides used include the following:</p> <ul style="list-style-type: none"> - Metsulfuron-methyl 20% - Glyphosate Isopropylamine 41% - Triclopyr-butotyl 32.1% - Brodifacoum 0.003% - MSMA 39.5% + Diuron 7.8% - Glyphosate potassium 46.27% - Chlorophacinone 0.05% - Sodium Chlorate 58.44% <p>Each specific pesticide was carefully selected and employed to effectively address the corresponding target pest, weed, or disease. The use of pesticides is tailored to specifically target the identified pests, weeds, and diseases. Moreover, the justification process takes into consideration measures to minimize any adverse impact on non-target species.</p>	
7.2.2	<p>(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided.</p> <p>- Critical (Major) compliance -</p>	<p>Comprehensive records pertaining to the pesticides used, including their active ingredients, LD50 values, area treated, the amount of active ingredients applied per hectare, and the number of applications, have been diligently maintained. The types of pesticides used include the following:</p> <ul style="list-style-type: none"> - Metsulfuron-methyl 20% - Glyphosate Isopropylamine 41% - Triclopyr-butotyl 32.1% - Brodifacoum 0.003% - MSMA 39.5% + Diuron 7.8% - Glyphosate potassium 46.27% 	Complied

		<ul style="list-style-type: none"> - Chlorophacinone 0.05% - Sodium Chlorate 58.44% <p>It has been verified that the records of pesticide monitoring were available and satisfactorily maintained at both estates, with the latest updates made in September 2023.</p>	
7.2.3	<p>(C) Any use of pesticides is minimised as part of a plan, eliminated where possible, in accordance with IPM plans.</p> <p>- Critical (Major) compliance -</p>	<p>According to Section 3.2.3 of the Group Sustainability Policy, adopted by FGV's Board of Directors on 17 November 2020, it is a requirement for the FGV Group to implement effective management practices for pests, diseases, and invasive introduced species, utilizing Integrated Pest Management (IPM) techniques.</p> <p>Furthermore, the pesticide reduction program is closely monitored based on usage per hectare. This monitoring approach ensures that the amount of pesticides used is measured and regulated, aiming to minimize their overall usage and potential environmental impact. By monitoring the usage on a per hectare basis, both estates can track and assess the effectiveness of their pesticide reduction efforts in accordance with sustainable practices.</p>	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	<p>In compliance with Section 3.2.3 of the Group Sustainability Policy, which was adopted by FGV's Board of Directors on 17 November 2020, it is obligatory for the FGV Group to adhere to effective management practices for pests, diseases, and invasive introduced species by employing Integrated Pest Management (IPM) techniques.</p> <p>It has been duly verified that no prophylactic use of pesticides was undertaken at the estate during the relevant period. This indicates that the estate has followed the policy's guidelines by refraining from the preventive application of pesticides without specific pest-related justifications or confirmed pest presence.</p>	Complied

<p>7.2.5</p>	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <ul style="list-style-type: none"> a) Judgment of the threat and verify why this is a major threat b) Why there is no other alternative which can be used c) Which process was applied to verify why there is no other less hazardous alternative d) What is the process to limit the negative impacts of the application e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak. <p>- Minor compliance -</p>	<p>In accordance with Section 3.5.1 of the Group Sustainability Policy, adopted by FGV's Board of Directors on 17 November 2020, it is explicitly stated that the FGV Group shall refrain from using any hazardous chemicals or agrochemicals that fall under the categorization of World Health Organization Class 1A or 1B. Additionally, the policy prohibits the use of pesticides listed by the Stockholm or Rotterdam Conventions, except in specific situations. Notably, the use of paraquat is also subject to specific circumstances, with a requirement to ensure the absence of risks to the health of employees, communities, and the environment. Moreover, it emphasizes the need for actions to be taken to ultimately eliminate the use of such pesticides within a predetermined timeframe.</p> <p>After conducting a thorough review of relevant documentation such as stock cards, chemical registers, and chemical application records, along with on-site visits to observe chemical spraying activities, examine the chemical store, and assess the pre-mix area, coupled with interviews, it has been verified that there is no utilization of pesticides categorized as World Health Organization Class 1A or 1B, nor any that are listed by the Stockholm or Rotterdam Conventions, including paraquat. The estate has demonstrated compliance with the policy's stipulations regarding the use of hazardous pesticides, thereby ensuring the protection of employee well-being, communities, and the environment.</p>	<p>Complied</p>
<p>7.2.6</p>	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p>	<p>All pesticide operators had attended training on the safe handling and application of pesticides in compliance with Regulation 22 of the Pesticides Act 1974.</p> <p>Appropriate safety and application equipment (safety boots, safety helmets, rubber boots, cartridge masks, safety goggles, gloves,</p>	<p>Complied</p>

	- Critical (Major) compliance -	<p>aprons, and raincoat-type long trousers) had been provided and used by the pesticide’s operators.</p> <p>All precautions attached to the pesticides (SDS) had been observed, applied, and understood by the workers.</p> <p>Programmes and training records verified to be satisfactory.</p> <p>The training includes spraying technique, precautions, and symptoms of toxic reactions such as skin disorders, rashes, mouth, and throat pain, breathing difficulties or nail problems.</p> <p>The UOC has adequate facilities for mixing of pesticides and cleaning up after work. There are suitable storage areas for PPE.</p>	
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Storage of pesticides found to be kept under lock and key and its use in accordance with the Occupational Safety and Health Laws and Regulation 9 of the Pesticides Act 1974.</p> <p>Chemicals were mixed in the pre-mixing areas of the store that was under lock and key.</p> <p>Emergency shower and eye wash were available at the pesticides store in case of accidents. The water pressure was noted to be sufficient for such purpose.</p> <p>Safety Data Sheets (SDS) were available in the stores. The SDS are in English and Bahasa Malaysia (understood by the workers).</p> <p>Chemical containers were reused as containers for spraying solutions. For disposal as scheduled waste, empty pesticide containers were triple rinsed and pierced at the bottom.</p>	Complied
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>The estate empty pesticides containers were triple rinsed, holes punched and stored separately in the SW store. Thereafter disposal arrangement will follow accordingly as per procedure in Sustainability Manual ref ML/-1A/L4 2016.</p>	Complied

		During the period of review there was no despatch of empty containers to recycler. No containers being used for other purpose in the estate.	
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	<p>Section 3.2.1 of the Group Sustainability Policy, adopted by FGV's Board of Directors on 17 November 2020, states that FGV Group shall ensure that all its businesses operate in a responsible and sustainable manner to minimize and/or eliminate negative impact on the environment and that an Environmental Management plan is in place.</p> <p>Section 3.2.3 of the Group Sustainability Policy, adopted by FGV's Board of Directors on 17 November 2020, states that FGV Group shall ensure that pests, diseases and invasive introduced species are managed according to Integrated Pest Management (IPM) techniques.</p> <p>After conducting a thorough review of relevant documentation such as chemical application records, along with on-site visits to observe chemical spraying activities, examine the chemical store, and assess the pre-mix area, coupled with interviews, it has been verified that there is no aerial spraying has been done in FGVASSB Taib Andak Estate.</p>	Complied
7.2.10	<p>(C) Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated.</p> <p>- Critical (Major) compliance -</p>	<p>CHRA & Medical Surveillance FGVPI Kulai POM latest as following:</p> <ul style="list-style-type: none"> - FGVPI SB Kulai POM; DOSH Reg. # JHK2029; Chemical Health Risk Assessment (CHRA); Ref. # HQ/10/ASS/00/8-2023/063 by Occumed Consultancy & Services Sdn. Bhd. Noise Risk Assessor: Dr. Yasriza Bin Yahaya; DOSH Reg. # HQ/10/ASS/00/8; Assessment Date: 8/8/2023 - FGVPI SB Kulai POM Medical Surveillance by Klinik Dhillon (Kota Tinggi) Dr. Bjinder Singh a/l Jagjit Singh; OHD Reg. # HQ/13/DOC/00/72 	Complied

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

		<p>CHRA & Medical Surveillance FGVASSB Taib Andak Estate latest as following:</p> <ul style="list-style-type: none"> - FGVASSB Taib Andak Estate; DOSH Reg. # JH/09/04/3361; A Report of Chemical Health Risk Assessment (CHRA); Report Ref. # CHRA/0721/009/FGV-GNR; Verification Assessment Date: 19-22 July 2021; Approval Date: 14/11/2022; Approval Ref. # JKPP KIM 127/454/5 Klt. 8(18) by Active ESH Sdn. Bhd. Assessor: Chin Woei Shin; DOSH Reg. # HQ/14/ASS/00/345; DOSH Ref. # HQ/14/ASS/00/345-2021/059 - FGVASSB Bukit Besar R&D Station Medical Surveillance 2022 by Klinik Sulaiman Temerloh Dr. Zaharudin Bin Mohamed; OHD Reg. # JKPP HQ/13/DOC/00/317; Date of examination: 17/11/2023 – 15/11/2022 <p>Results in both medical surveillances conducted indicated no occupational disease case among workers examined.</p>	
7.2.11	<p>(C) No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work.</p> <p>- Critical (Major) compliance -</p>	<p>Visit to the estate confirmed no persons under the age of 18, pregnant or breastfeeding women or other people that have medical restriction work with pesticides.</p>	Complied
Criterion 7.3: Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner.			
7.3.1	<p>A waste management plan which includes reduction, recycling, reusing, and disposal based on toxicity and hazardous characteristics, is documented and implemented.</p> <p>- Minor compliance -</p>	<p>FGVPI Kulai POM and Taib Andak/Kulai Besar Estate had identified all wastes and sources of pollution. The Waste Management Action Plan 2023 were established to mitigate and control the identified wastes and source of pollution. The common significant environmental receptors for the estates and mill operations among others as summarized below;</p> <p>a) Air - Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)- GHG</p>	Complied

		<p>b) Water - Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down</p> <p>c) Land - Scheduled waste, domestic waste and industrial/process waste.</p> <p>All waste and pollution are identified and documented in the Waste Management Plan and Pollution Prevention Plan Financial Year 2023 reviewed annually. The waste generated from the mill/estates operations as shown below:</p> <ul style="list-style-type: none"> a) Scheduled waste - Spent IPA, hexane, filter, lubricants, hydraulic oil, grease, used batteries b) Domestic waste - rubbish from the mill/estate complex and employees' quarters c) Industrial waste - Fiber, palm kernel shell, boiler ash, scrap iron d) Sewage - Sewage from housing/office complex <p>The pollution identified from the mill/estate activities:</p> <ul style="list-style-type: none"> a) Black smoke - Emission from Boilers/vehicles/engines b) Odor & gases - Activities from the effluent treatment c) Leakage of lubricant - Storage & vehicle maintenance 	
7.3.2	<p>Proper disposal of waste material, according to procedures that are fully understood by workers and managers, is demonstrated.</p> <p>- Minor compliance -</p>	<p>FGVPI Kulai POM and Taib Andak/Kulai Besar Estate had established SOP for chemical handling. The SOP of handling of chemicals is available in the following document</p> <ul style="list-style-type: none"> i. Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat ii. Garis Panduan Keselamatan / Kesehatan dated Feb 2020 iii. Prosedur Alam Sekitar issued in Feb 2020 iv. Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat 	Complied

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

		<ul style="list-style-type: none"> - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>a) Management and disposal of waste water 2023 has been established compiled by Assistant Engineer/Assistants/Staff.</p> <p>b) Waste Management Plan 2023 has been established prepared by SCCD and verified by the Assistant Engineer/Assistants/Manager.</p> <p>c) Interview with staffs and workers i.e. storekeepers and chemical mixer were trained and they had understood the hazards involved and how the chemicals should be used and disposed in a safe manner.</p> <p>d) Among the identified wastes include empty chemical containers including pesticides containers. Empty pesticides containers were washed at washing station prior to disposal. Disposals were carried out in compliance with relevant regulation of scheduled waste. Inventory and consignment documents verified for confirmation of proper management and disposal. The CU scheduled waste is disposed to Kualiti Alam Sdn Bhd registered with DOE.</p> <table border="1" data-bbox="1193 991 1854 1190"> <thead> <tr> <th>Mill</th> <th>Date</th> <th>SW 110</th> <th>SW 409</th> <th>SW 305</th> <th>SW 422</th> <th>SW 410</th> </tr> </thead> <tbody> <tr> <td>KPOM</td> <td>20/10/23</td> <td>0.006</td> <td>0.007</td> <td>0.313</td> <td>0.060</td> <td>0.002</td> </tr> <tr> <td>KPOM</td> <td>07/02/23</td> <td>0.005</td> <td>0.037</td> <td>-</td> <td>0.050</td> <td>0.050</td> </tr> </tbody> </table> <table border="1" data-bbox="1193 1238 1854 1383"> <thead> <tr> <th>Estate</th> <th>Date</th> <th>SW 110</th> <th>SW 409</th> <th>SW 305</th> <th>SW 422</th> <th>SW 410</th> </tr> </thead> <tbody> <tr> <td>TAE</td> <td>30/09/23</td> <td>0.002</td> <td>0.009</td> <td>-</td> <td>-</td> <td>0.006</td> </tr> </tbody> </table>	Mill	Date	SW 110	SW 409	SW 305	SW 422	SW 410	KPOM	20/10/23	0.006	0.007	0.313	0.060	0.002	KPOM	07/02/23	0.005	0.037	-	0.050	0.050	Estate	Date	SW 110	SW 409	SW 305	SW 422	SW 410	TAE	30/09/23	0.002	0.009	-	-	0.006	
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**RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**

TAE	31/07/23	-	-	-	0.011	0.002
TAE	30/06/23	-	0.001	-	-	0.001
TAE	26/04/23	-	0.004	-	-	0.014

The

scheduled waste is disposed to the following;

- a) Taib Andak /Kulai Besar Estate - Ladang Sawit PPTR (Centralized collection centre). Approval from DOE Putrajaya via letter 09/08/2016.
- b) FGVPI Kulai POM - Kuaiti Alam Sdn Bhd registered with DOE.

FGVPI Kulai POM there was a delay of 2 month Oct 2023 and Feb 2023 due to logistic issue by Kualiti Alam Sdn Bhd via email dated 16/10/2023. The mill had written to DOE Johor dated 02/10/2023 on the same issue. DOE had confirmed receipt on 16/10/2023. Documents were sighted and verified.

Domestic waste for the operating units in CU was disposed to internal landfill Block 05 and Majlis Perbandaran Kulai landfill for the Estate and Kulai POM respectively.

The requirement is established and in compliance. The procedure is documented under guidelines Perlupusan Sisa Pepejal ref FGVPM/L2/PAS-02 dated 23/01/2020. The procedure has detailed the definition of solid waste. The types of solid wastes has been categorized as follows;

- a) Solid construction/commercial waste
- b) Solid domestic waste/industrial.
- c) Solid general and public waste

The site Block 5 has signboard displayed and properly demarcated. The area is sufficiently distant from habitation and water

		<p>contamination. The site disposal area (landfill area) is shown and marked in the estate map.</p> <p>The estate also identified the types of domestic waste;</p> <ul style="list-style-type: none"> a) Home waste (Home domestic) b) Old furniture, electrical appliances. c) Recycle waste <p>Inside the Management Plan the estate has included among others.</p> <ul style="list-style-type: none"> a) Identification of scheduled waste/ domestic waste. b) Process dispose domestic waste to the estate landfill. <p>The estate also maintained records of source identification source and type of scheduled waste.</p>	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>FGV practices of "Zero open burning" is enforced and elaborated in the Group Sustainability Policy dated 17/11/2020 included in the following guidelines;</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit Lestari <ul style="list-style-type: none"> - Prosedure Kerja Selamat b) Manual Sustainability <ul style="list-style-type: none"> - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia - Penyediaan tanah tanam semula <p>The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. Taib</p>	Complied

		Andak/Kulai Besar Estate had no replanting program for the next 5 years. No fire was used for waste disposal.	
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>The CU continued to use and implement SOP for each of the processes. Brief version of the SOP was displayed at the appropriate locations. Copies of the documented SOP were presented to the audit team. It was observed that activities being implemented which involved safety, health, environmental, quality, employees, etc. had followed the established SOP.</p> <p>a) FGV Agriculture Manual 1998</p> <ul style="list-style-type: none"> - Manual Ladang Sawit Lestari - Prosedur Kerja Selamat - Manual Sustainability 2016 - Prosedur Kerja Selamat - Prosedur membancuh Racun di PREMIX - Pengendalian Bahan Kimia <p>b) Pictorial Safety Standards and Security Guidelines (PSS).</p> <p>FGVPI Kulai POM processing system is documented in the following documents;</p> <p>a) Manual Operasi Kilang Sawit introduced on 2/1/01 revised 23/10/17 and revised subject respective sections accordingly</p> <p>b) Prosedur Kerja Selamat</p> <p>c) Manual Alam Sekitar EMS</p> <p>d) Laboratory Process Control Manual</p> <p>These documents provide guidelines and standards in the mill operations. The Standard Operating procedure (SOP) described details from the reception, sterilisation, threshing, pressing,</p>	Complied

		<p>clarification, depericarping (nut polishing) station, effluent, laboratory, workshop, despatches etc.</p> <p>All the estates and mill operations were guided through the manuals and SOP.</p> <ul style="list-style-type: none"> a) The procedures as documented in the FGV Agriculture Manual were disseminated to the staff/workers through morning briefings and training. b) The Manuals are kept in the main office for references of employees particularly for the supervisory personnel. c) The documents included all operations in the estates from seedlings in nursery to planting of young palms and plantation upkeep to mill FFB receipt, grading, processing, quality analysis and security. d) Site inspection and interview with workers confirmed that the SOP had been implemented and they understood the requirements of the SOP, the bottom-line of which is Good Agricultural Practice and the care for their safety and health and the environment. 	
7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>The internal Agronomist from FGV Agriculture Services Sdn Bhd visits estate to perform foliar sampling prior to the fertilizer recommendation for the forthcoming year.</p> <ul style="list-style-type: none"> a) Leaf and soil nutrient analysis are a common methodology used in the diagnosis of fertilizer requirements in oil palms. b) Foliar analysis reports were then issued to the estates for the program establishment and application. This includes the order of fertilizer and workforce/machine planning. c) For the estate Agronomic assessment and fertilizer recommendation was conducted by Agricultural Agronomic Services Dept to formulate the FY2022/23 	Complied

		<p>manuring programme and to suggest relevant agronomic practices for oil palm yield and growth improvement. Annual foliar sampling for Ash, N, P, K, Mg, Ca & B had been were carried out in all estates. The latest being:</p> <ul style="list-style-type: none"> d) Soil sampling was carried out accordingly and analysis is made yearly on different fields. The soil analysis provided the indication of soil health and monitors the changes in the organic carbon and total nitrogen. e) Soil analysis for PH, Org C, Total N, Total P, Avail P, Exchange K, Exchange Ca & Exchange Mg was carried out on a 5 - year cycle basis. All foliar and soil sampling & analysis was conducted in FELDA Bukit Besar Estate Laboratory. 																
7.4.3	<p>A nutrient recycling strategy is in place, which includes the recycling of Empty Fruit Bunches (EFB), Palm Oil Mill Effluent (POME), palm residues and optimal use of inorganic fertilisers.</p> <p>- Minor compliance -</p>	<p>The following practices are applied in the estate in relation to the nutrient recycling strategy;</p> <ul style="list-style-type: none"> a) EFB application in designated fields at dosage of 20 mt/ha applied in inter rows subject to Agronomist recommendations. b) Cut frond are stacked in between the palms rows left to decompose. <table border="1" data-bbox="1218 1129 1758 1273"> <thead> <tr> <th></th> <th>Estate</th> <th>Year</th> <th>Field no</th> <th>Mt</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Taib Andak</td> <td>2023</td> <td>4</td> <td>271.77</td> </tr> <tr> <td>2</td> <td>Taib Andak</td> <td>2023</td> <td>5</td> <td>176.67</td> </tr> </tbody> </table> <p>The mill dispatched EFB to the surrounding FGV estates and FELDA smallholders upon request for mulching purposes. There were also</p>		Estate	Year	Field no	Mt	1	Taib Andak	2023	4	271.77	2	Taib Andak	2023	5	176.67	Complied
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1	Taib Andak	2023	4	271.77														
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

		stock being sold externally i.e Hamid Enterprise, Guan Leng Trading Sdn Bhd, ASP Greentech Sdn Bhd. Records were sighted and verified.																					
7.4.4	Records of fertiliser inputs are maintained. - Minor compliance -	<p>Fertilizer application program was monitored using records i.e. program sheets, bin cards, field cost book, Fertilizer Application monitoring forms, etc.</p> <p>a) Records of programs and applications of fertilizers were reviewed by the auditors.</p> <p>b) Review of the records revealed that the actual fertilizers applied in 2022/23 was in line with the program.</p> <p>c) The following fertilizers were applied in the estates on recommendation by the Agronomist FGVAS among others;</p> <table border="1" data-bbox="1249 823 1861 1107"> <thead> <tr> <th></th> <th>Fertiizer</th> <th>Kg/palm</th> <th>application month</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>FELDA 3</td> <td>3.50</td> <td>October</td> </tr> <tr> <td>2</td> <td>PMg60 Mix</td> <td>2.00</td> <td>Jan & May</td> </tr> <tr> <td>3</td> <td>NK Mixuture</td> <td>1.50</td> <td>Sept</td> </tr> <tr> <td>4</td> <td>BORAX</td> <td>0.150</td> <td>Feb & April</td> </tr> </tbody> </table> <p>The management of soil fertility is guided by FGV's "Manual Ladang Sawit Lestari" (Oil Palm Plantation Sustainability Manual), Third Edition (2017), Section V: Manuring.</p>		Fertiizer	Kg/palm	application month	1	FELDA 3	3.50	October	2	PMg60 Mix	2.00	Jan & May	3	NK Mixuture	1.50	Sept	4	BORAX	0.150	Feb & April	Complied
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Criterion 7.5: Practices minimise and control erosion and degradation of soils.																							
7.5.1	(C) Maps identifying marginal and fragile soils, including steep terrain, are available.	Description of the soil characteristics such as texture, depth, drainage, parent material and key aspect for management was	Complied																				

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

	<p>- Critical (Major) compliance -</p>	<p>available. There were no other problem soils (e.g. podzols and acid sulphate soils) in the estate. The soil map is prepared by Unit Komputer (GPS/GIS) from FELDA Agricultural Services Sdn Bhd.</p> <table border="1" data-bbox="1229 488 1852 687"> <thead> <tr> <th></th> <th>Soil type</th> <th>%</th> <th></th> <th>Soil type</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Rengam</td> <td>71.4</td> <td>3</td> <td>Gong Chenak</td> <td>15.1</td> </tr> <tr> <td>2</td> <td>Beserah</td> <td>11.2</td> <td>4</td> <td>Lating</td> <td>2.3</td> </tr> <tr> <td>-</td> <td>-</td> <td>-</td> <td></td> <td>Total</td> <td>100</td> </tr> </tbody> </table>		Soil type	%		Soil type	%	1	Rengam	71.4	3	Gong Chenak	15.1	2	Beserah	11.2	4	Lating	2.3	-	-	-		Total	100	
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7.5.2	<p>No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification.</p> <p>- Minor compliance -</p>	<p>Like all FGV Estates, Taib Andak /Kulai Besar Estate visited continued to have a management strategy for planting on slopes in order to minimize and control erosion and degradation of soils. The plantings on slopes between 9 and 25 degrees was guided in the Group Sustainable Policy - "Slope and River Protection" approved by Board of Directors dated 17/11/2020 stating the following among others;</p> <p>"Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly". The content of the Policy among others includes the following;</p> <ol style="list-style-type: none"> a) Compliance with all related guidelines and regulatory laws. b) Implementation of GAP as stated in FELDA Lestari. c) Implement suitable remedial to reduce impact to the environment. d) To avoid pollution <p>Other guidelines were also shown in the following documents among others;</p>	Complied																								

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

		<p>a) Manual Ladang Sawit Lestari ref MLSL(ED.3-Sec.2(7.0A) dated 01/09/2017</p> <p>b) Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual</p> <p>c) Buffer Zone & 25-degree slope in Section 1A/L3 FGV Sustainability Manual</p> <p>d) Land Preparation for Terracing in Section 1A/L2 FGV Sustainability Manual.</p> <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" data-bbox="1205 1023 1800 1209"> <thead> <tr> <th></th> <th>Topography</th> <th>%</th> <th></th> <th>Topography</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0-6</td> <td>62.01</td> <td>3</td> <td>13-24</td> <td>0.12</td> </tr> <tr> <td>2</td> <td>7-12</td> <td>37.87</td> <td>4</td> <td>>24</td> <td>0</td> </tr> <tr> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>Total</td> <td>100</td> </tr> </tbody> </table>		Topography	%		Topography	%	1	0-6	62.01	3	13-24	0.12	2	7-12	37.87	4	>24	0	-	-	-	-	Total	100	
	Topography	%		Topography	%																						
1	0-6	62.01	3	13-24	0.12																						
2	7-12	37.87	4	>24	0																						
-	-	-	-	Total	100																						
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	This compliance being addressed in the Group Sustainable Policy - Slope and River Protection approved by Board of Directors dated 17/11/2020 stating the following among others;	Complied																								

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

		"Slope of >25 degree to be excluded from any new plantation development and replanting program. For slope <25 degree the existing crop all vegetative shall be maintained accordingly".	
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Soil surveys are made and available in a soil map for Taib Andak /Kulai Besar Estate. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. The estate had no new planting for the current year and also for the forthcoming 5 years operations.	Complied
7.6.2	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 -	The estate had no planting on areas of more than 25 degree. Plantings on steep slope are either avoided or minimized.	Complied
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys are made and available in a soil map at the estate. Topographic contour map are also available which are both used to manage the drainage and road works in the estate. Details as per 7.5.1 and 7.5.2.	Complied
Criterion 7.7: No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly.			
7.7.1	(C) There is no new planting on peat regardless of depth after 15 November 2018 in existing and new development areas. - Critical (Major) compliance -	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate	Not Applicable
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat. PROCEDURAL NOTE:	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate	Not Applicable

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

	<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>		
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in the estate visited. There was also no new planting in the estate.</p>	<p>Not Applicable</p>
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The water and ground cover management programme is documented in the FGV Agricultural Manual (Water Management in Inland, Coastal and Peat lands) issued on 01.07.2011. Details are described in 7.8.1. individual estate and mill had their respective water management plan mainly to monitor among others the following;</p> <ul style="list-style-type: none"> a) Bulk of the supply in view of the location are from SAJ for both mill and estate. b) Monitor the quality of main water inlet/outlet for pollutants from estate's operations. c) Contingency during water shortage. d) Monitor the usage of fresh water on monthly basis e) Reuse/recycle waste water. <p>There was no peat soil in the estate</p>	<p>Complied</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</p>	<p>There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.</p>	<p>Not Applicable</p>

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

	<p>crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>		
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	There is no peat soil or soil categorized as marginal or fragile soil in all estate visited. There was also no new planting in the estate.	Not Applicable
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>The mill water management plan has been established with the recent review made on respectively by the CU. Among others the plan therein has emphasized;</p> <p>a) rain water harvesting for cleaning purposes,</p> <p>b) water from the reservoir/catchment for the mill operations</p> <p>c) continual training for workers on water efficiency consumption,</p> <p>d) desilting of water reservoir to retain the reservoir optimal capacity.</p>	Complied

	<p>- Minor compliance -</p>	<p>e) The action plan in event of draught/water pollution.</p> <p>The estate similarly possessed the following water management plan. Among others containing the following initiatives.</p> <table border="1" data-bbox="1137 523 1906 1319"> <thead> <tr> <th data-bbox="1137 523 1173 571"></th> <th data-bbox="1173 523 1288 571">Activity</th> <th data-bbox="1288 523 1509 571">Threat</th> <th data-bbox="1509 523 1906 571">Action Plan</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 571 1173 703">1</td> <td data-bbox="1173 571 1288 703">Chemical mixing</td> <td data-bbox="1288 571 1509 703">Pollution Draught Wastage</td> <td data-bbox="1509 571 1906 703">Enforcement of buffer zone as non-spraying activities.</td> </tr> <tr> <td data-bbox="1137 703 1173 868">2</td> <td data-bbox="1173 703 1288 868">General Upkeep</td> <td data-bbox="1288 703 1509 868">Pollution Draught Wastage</td> <td data-bbox="1509 703 1906 868">Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.</td> </tr> <tr> <td data-bbox="1137 868 1173 1193">3</td> <td data-bbox="1173 868 1288 1193">Line site</td> <td data-bbox="1288 868 1509 1193">Pollution Draught Wastage</td> <td data-bbox="1509 868 1906 1193">Every house is supplied with containers. To schedule water supply to avoid wastage. Awareness on water usage efficiency. Outsource from neighboring estates.</td> </tr> <tr> <td data-bbox="1137 1193 1173 1319">4</td> <td data-bbox="1173 1193 1288 1319">Drain upkeep</td> <td data-bbox="1288 1193 1509 1319">Interruption water flow at drainage system.</td> <td data-bbox="1509 1193 1906 1319">Periodic desilting Building of sand bags at specific points to contain water (weirs)</td> </tr> </tbody> </table>		Activity	Threat	Action Plan	1	Chemical mixing	Pollution Draught Wastage	Enforcement of buffer zone as non-spraying activities.	2	General Upkeep	Pollution Draught Wastage	Follow WI & SOP to avoid water pollution. Follow SW SOP to avoid pollution caused from SW.	3	Line site	Pollution Draught Wastage	Every house is supplied with containers. To schedule water supply to avoid wastage. Awareness on water usage efficiency. Outsource from neighboring estates.	4	Drain upkeep	Interruption water flow at drainage system.	Periodic desilting Building of sand bags at specific points to contain water (weirs)	
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**RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**

		5	Water pollution	<p>Prohibit workers from activities at water source</p> <p>Drinking water analysis.</p> <p>Monitor condition of septic tank</p> <p>Adhere SW management procedure to avoid pollution caused by SW.</p>																						
		<p>Water Management Plan review date was sighted and verified with records as follows;</p> <p>a) Taib Andak /Kulai Besar Estate - 06/03/2023</p> <p>b) Kulai Palm Oil Mill - 20/03/2023</p> <p>The Mill Identification & Management of Waste Water 2023 among others as summarized below;</p>																								
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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7.8.2	<p>(C) Water courses and wetlands are protected, including maintaining and restoring appropriate riparian and other buffer zones in line with 'RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) or applicable National legislation or specific environmental permit. Smallholders may replant existing planted areas provided there is no evidence of environmental deterioration having occurred during the previous cycle.</p> <p>- Critical (Major) compliance -</p>	<p>Protection of water courses and wetlands, including maintaining and restoring appropriate riparian buffer zones has been verified at the estate and mill catchment. Riparian buffer zones have been identified and demarcated and in line with RSPO BMPs on riparian reserve. No chemicals and fertilizer application observed been used in their maintenance. In certain areas Guatemala grass / Vertivar sp were planted along the river banks. Guidelines of the width of the rivers and natural courses to be protected have been illustrated in the Slope & River Protection Policy in Section 1A/L3 FGV Sustainability Manual 01/09/2017.</p> <p>The buffer zones established are as follows:</p>	Complied																												

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

		Parameter	unit	03/10/2023		07/09/2023	
				Hulu	Hilir	Hulu	Hilir
1	PH	-	6.5	6.9	7.4	7.5	
2	BOD	mg/L	2	2	3	3	
3	COD	mg/L	36	28	16	23	
4	T Solids	mg/L	85	108	140	356	
5	S Solids	mg/L	21	22	3	26	
6	O & G	mg/L	-2	-3	-2	3	
7	A Nitrogen	mg/L	ND<5	ND<5	ND<5	ND,5	
8	T Nitrogen	mg/L	3	1	3	9	

7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>The effluent treatment plant was made in accordance and interview with operator in charge revealed that the operation was in accordance with standard operation procedure and legal requirements.</p> <p>a) No over flow was observed, and flow meter reading was recorded daily. The mill monitoring the effluent and submits to</p> <p>b) DOE through 'Borang Penyata Suku Tahunan'.</p> <p>c) Kulai Mill DOE license no 004683 was for water discharge requirement of which is BOD less than 20 mg/l. Record for effluent quality was sighted and verified as follows;</p> <table border="1"> <thead> <tr> <th>Sample date</th> <th>Std</th> <th>09/06/23</th> <th>20/07/23</th> <th>05/08/23</th> </tr> </thead> <tbody> <tr> <td>PH</td> <td>5.-9.</td> <td>8.60</td> <td>8.60</td> <td>8.50</td> </tr> <tr> <td>BOD</td> <td>20</td> <td>10</td> <td>8</td> <td>17</td> </tr> <tr> <td>COD</td> <td>-</td> <td>165</td> <td>165</td> <td>146</td> </tr> <tr> <td>Total solids</td> <td>-</td> <td>3476</td> <td>2852</td> <td>3802</td> </tr> </tbody> </table>	Sample date	Std	09/06/23	20/07/23	05/08/23	PH	5.-9.	8.60	8.60	8.50	BOD	20	10	8	17	COD	-	165	165	146	Total solids	-	3476	2852	3802	Complied
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>The mill processing water are obtained from the water catchment adjacent to the mill complex. The water usage monitoring is made on a monthly basis with the latest recording (water usage per mt in 2022 of fresh fruit bunches (FFB) below;</p> <table border="1" data-bbox="1243 1072 1825 1351"> <thead> <tr> <th>No</th> <th>Month</th> <th>Water /FFB</th> <th>Month</th> <th>Water /FFB</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Jan</td> <td>0.16</td> <td>July</td> <td>0.19</td> </tr> <tr> <td>2</td> <td>Feb</td> <td>0.16</td> <td>Aug</td> <td>0.16</td> </tr> <tr> <td>3</td> <td>Mac</td> <td>0.17</td> <td>Sept</td> <td>0.15</td> </tr> <tr> <td>4</td> <td>Apr</td> <td>0.17</td> <td>Oct</td> <td>0.16</td> </tr> </tbody> </table>	No	Month	Water /FFB	Month	Water /FFB	1	Jan	0.16	July	0.19	2	Feb	0.16	Aug	0.16	3	Mac	0.17	Sept	0.15	4	Apr	0.17	Oct	0.16	Complied
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**RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**

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Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																		
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>A plan for improving the efficiency of the use of fossil fuels is in place and has been incorporated into the Environmental Aspect and Impact activities report for 2023. The document was reviewed/updated on Jan 2023. The Environment Management Plan for efficiency of fossil fuel usage are detailed below:</p> <table border="1" data-bbox="1137 935 1921 1342"> <thead> <tr> <th></th> <th>Target</th> <th>Objective</th> <th>Action plan</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Backhoe tractor/ Machines</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment</td> <td>To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel</td> </tr> <tr> <td>2</td> <td>Van / Supervisor y vehicle</td> <td>To reduce fossil fuel (diesel) consumption from company-owned vehicles and</td> <td>To record vehicle activity in order to eliminate waste activity which consume fuel.</td> </tr> </tbody> </table>		Target	Objective	Action plan	1	Backhoe tractor/ Machines	To reduce fossil fuel (diesel) consumption from company-owned vehicles and fuel using mobile equipment	To ensure the vehicle engine is turn off during idle time To record vehicle activity which consume fuel	2	Van / Supervisor y vehicle	To reduce fossil fuel (diesel) consumption from company-owned vehicles and	To record vehicle activity in order to eliminate waste activity which consume fuel.	Complied			
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**RSPO P&C Public Summary Report
Revision 15 (Nov 2023)**

		fuel using mobile equipment	To turn off vehicle engine during idle time.
3	Electrical supply	To reduce reliance on gen-sets for power supply	Utilization of TNB sources

The utilization of fossil fuel in 2022 is being monitored with records shown below: Unit in Diesel L/FFB mt

		KPOM	Estate		KPOM	Estate
1	Jan	0.80	1.03	July	0.76	0.00
2	Feb	0.89	0.00	Aug	0.50	0.71
3	Mac	0.89	0.25	Sept	0.57	0.00
4	Apr	1.00	0.46	Oct	0.64	0.44
5	May	0.89	0.00	Nov	0.73	0.00
6	June	0.43	0.42	Dec	0.83	0.69
-	-	-	-	Total	98771 L	401.70 L
-	-	-	-	B/line	0.73	0.30

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

Performance variation in view of several factors i.e.

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

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

	Management Plan	Timeline
1	Monitoring of diesel usage in FFB transportation	On-going
2	Engine OFF when not in operations	On-going
3	Solar energy - replacement of gen-sets	In plan
4	Training session to PIC	Program

The Mill similarly had a reduction plan of fuel via the following initiative;

	Management Plan	Timeline
1	Monitoring of diesel usage in internal transportation	On-going
2	Engine OFF when not in operations	On-going

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

		<table border="1"> <tr> <td data-bbox="1153 362 1193 459">3</td> <td data-bbox="1193 362 1774 459">By maintenance of the boiler & machinery to ensure at optimum level to monitor diesel usage</td> <td data-bbox="1774 362 1915 459">On-going</td> </tr> <tr> <td data-bbox="1153 459 1193 544">4</td> <td data-bbox="1193 459 1774 544">provide training to workers regarding reduce fuel and diesel usage for boiler.</td> <td data-bbox="1774 459 1915 544">On-going</td> </tr> </table> <p>A plan for improving the efficiency of the use of fossil fuels is in place incorporated into the Environmental Aspect and Impact activities report for 2023 identified in the following</p> <ul style="list-style-type: none"> a) Environmental Aspect Identification Summary FY 2023 reviewed accordingly. b) Environmental Impact Evaluation Summary FY 2023 reviewed accordingly. c) Renewable energy usage & diesel consumption 2022/23 was established and monitored on monthly basis. 	3	By maintenance of the boiler & machinery to ensure at optimum level to monitor diesel usage	On-going	4	provide training to workers regarding reduce fuel and diesel usage for boiler.	On-going	
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<p>Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.</p>									
7.10.1	<p>(C) GHG emissions are identified and assessed for the unit of certification. Plans to reduce or minimise them are implemented, monitored through the Palm GHG calculator and publicly reported.</p> <p>- Critical (Major) compliance -</p>	<p>FGVPI Kulai POM and Taib Andak /Kulai Besar Estate had identified emission of greenhouse gas (GHG) from their operations such as emission from their farm tractor and gen set operation.</p> <ul style="list-style-type: none"> a) The management from both estate and mill had planned to reduce emission by daily inspection and monitoring for their farm tractor and gen set to prevent any leakage and problem that could adverse impact the environment. b) Fuel Consumption, Peat Oxidation, POME and reported in the Palm GHG Summary Report. 	Complied						

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

<p>7.10.2</p>	<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). - Critical (Major) compliance -</p>	<p>The certification units has calculated the GHG using RSPO Palm GHG calculator and the calculation option used is Option 1. There is no new planting in Taib Andak/ Kulai Besar Estate.</p>	<p>Complied</p>
<p>7.10.3</p>	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored. - Critical (Major) compliance -</p>	<p>An assessment of all polluting activities has been conducted and monitored. This included the gaseous emissions, particulate / soot emissions and effluent. The CU has continued to maintain its environmental aspects/impacts register associated with their activities. Environmental aspect and impact (EAI) records i.e. which covers estate (Latest 20/01/2023) and mill activities / operation. 'Pollution Identification Environmental Improvement Action Plan' is used to identify the waste products and sources of pollution, was in place and is reviewed accordingly. Among others the significant environmental receptors for the estates and mill operations were:</p> <ul style="list-style-type: none"> a) Air - Sources from boiler stack (smoke and particulate), vehicle & generator (smoke and gases), anaerobic processes (ETP, EFB dumping)- GHG b) Water - Cleaning water/run-off/process station waters (hydro-cyclone /sterilizer condensate/clarification waste) & boiler quenching water and blow down c) Land - Scheduled waste, domestic waste and industrial/process waste. <p>FGVPI Kulai POM has conducted boiler stack sampling for each of the boiler stack. Results were within the acceptable limit. The mill was also equipped with a Continuous Emission Monitoring System (CEMS). The audit team has verified the condition of the CEMS</p>	<p>Complied</p>

during the audit. The system was found to be in functional condition.

Data from the stack is connected online to DOE office. Boiler smoke emission data are within the DOE limit. An assessment of identified polluting activities is being conducted and monitored, inclusive of gaseous emissions, particulate / soot emissions and effluent. Tests are made by Spectrum Laboratories Sdn Bhd

	Date	Specification	Standard	Clean Air Regulations 2014
1	10/07/23	Total Particulate matter @ 12% CO2	27.61 mg/m3	150 mg/m3

The Pollution Prevention Plan and Waste Management Action Plan 2023” – is used to identify the waste products and sources of pollution – is in place and is being reviewed and implemented accordingly. Among others actions taken by the CU were:

- a) Scheduled wastes – disposed to Kualiti Alam Sdn Bhd.
- b) Domestic wastes are disposed to local Municipal/landfill
- c) Full compliance to zero burning practices.
- d) Installation of ESP Vorsep System commissioned in Dec 2018.

The environmental issues are discussed together in the quarterly EPMC and ESH meeting 4x/year. The agenda discussed among others as follows;

- a) Matters arising
- b) Performance of environment compliance
- c) Report on environmental pollution

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

		<ul style="list-style-type: none"> d) Self-compliance checklist performance e) Effluent treatment /clean air / scheduled waste f) Audit report on EMS / RSPO/MSPO g) Domestic waste issues <p>In addition, environmental issues were also discussed direct or indirectly during the management meeting the weekly muster.</p>	
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area			
7.11.1	<p>(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -</p>	<p>There was no land preparation of existence or new planting in FGVAS Estates by burning ever since the management practiced zero burning as per the policy in:</p> <ul style="list-style-type: none"> a) Manual Ladang Sawit LESTARI on reviewed 1/09/17 Sawit pra matang edisi II seksyen 3 b) 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 c) Manual Ladang Sawit LESTARI 1/6/12 Pembajaan sawit edisi II seksyen 5 d) Prosedur Kerja Selamat e) Manual Kelestarian (Sustainability) f) Work instructions <p>As advocated, the estates practiced zero burning. In the replants visited during the audit in the estate, it was evident that all palms were felled, shredded, windrow-ed and left to decompose. There was no evidence that fire had been used to prepare land for replanting in the estate No fire was used for waste disposal.</p>	Complied

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

7.11.2	<p>The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification.</p> <p>- Minor compliance -</p>	<p>The Group policy of "Zero open burning" is enforced since 01/6/2014. The operating units adhered to the policy of "Zero open burning" for any replanting. From field visits and interviews with the workers there is no open burning being practiced in the estate. The estate recorded replanting program for the forthcoming 5 years. There is a fire ERP team established by the estate and mill. Training in relation to fire control and hazard as shown below</p> <table border="1" data-bbox="1182 603 1883 932"> <thead> <tr> <th></th> <th>Subject</th> <th>KPOM</th> <th>TAE/KBE</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>RSPO Awareness</td> <td>08/11/2023</td> <td>13/07/2023</td> </tr> <tr> <td>2</td> <td>Policy MSPO/MSPO</td> <td>29/05/2023</td> <td>09/11/2023</td> </tr> <tr> <td>3</td> <td>Fire Drill</td> <td>07/02/2023</td> <td>18/05/2023</td> </tr> <tr> <td>4</td> <td>Line site waste guidelines</td> <td>06/11/2022</td> <td>25/08/2023</td> </tr> <tr> <td>5</td> <td>Gen - Set Operations</td> <td>-</td> <td>31/10/2023</td> </tr> </tbody> </table>		Subject	KPOM	TAE/KBE	1	RSPO Awareness	08/11/2023	13/07/2023	2	Policy MSPO/MSPO	29/05/2023	09/11/2023	3	Fire Drill	07/02/2023	18/05/2023	4	Line site waste guidelines	06/11/2022	25/08/2023	5	Gen - Set Operations	-	31/10/2023	Complied
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5	Gen - Set Operations	-	31/10/2023																								
7.11.3	<p>The unit of certification engages with adjacent stakeholders on fire prevention and control measures.</p> <p>- Minor compliance -</p>	<p>FGV engaged smallholders on the fire prevention and control measures. This was mentioned in the stakeholder meeting of KPOM dated 27/09/2023 attended by 191 participants. The stakeholder meeting was organised on a centralized basis for a few complexes i.e Kahang, Belitung, Kulai and Peggeli held at Dewan Sri Cempaka FELDA Ulu Belitung. Inclusive are Kulai Palm Oil Mill and FGVAS Taib Andak/Kulai Besar Estate. The meeting includes a briefing on a memo from Manager dated 31/01/2023 on prohibition of open burning issued to all stakeholders</p>	Complied																								
<p>Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.</p>																											

7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new planting (refer 7.3.1 to 7.4.2) affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>	Complied
7.12.2	<p>(C) HCVs, HCS forests and other conservation areas are identified as follows:</p> <p>a) For existing plantations with an HCV assessment conducted by an RSPO-approved assessor and no new land clearing after 15 November 2018, the current HCV assessment of those plantations remains valid.</p> <p>b) Any new land clearing (in existing plantations or new plantings) after 15 November 2018 is preceded by an HCV-HCS assessment, using the HCSA Toolkit and the HCV-HCSA Assessment Manual. This will include stakeholder consultation and take into account wider landscape-level considerations.</p> <p>PROCEDURAL NOTE: Requirement is further clarified under the Interpretation of Indicator 7.12.2 and Annex 5 (approved by BOG on 12 June 2019).</p> <p>- Critical (Major) compliance -</p>	<p>The last assessment was conducted with details as follows; “Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang Penyelidikan FASSB Taib Andak & FPISB Kilang Sawit Kulai, Felda Taib Andak”. This report was updated and reviewed by En Amir Hamzah Dollah@Abdullah from the Due Diligence Unit, Plantations Sustainability Department dated 31/10/2020.</p> <p>In summary there was no HCV present in the CU except for buffer zone for Sungai Semangar branch internal drainage flowing at the boundary of FGVAS Taib Andak field. The report details the findings of a rapid appraisal of the biodiversity in the estates and addresses the RSPO P&C relevant to biodiversity conservation and HCV. Therein being provided details relating to the following;</p> <ul style="list-style-type: none"> a) General biodiversity issues b) Watercourses and drainage c) Habitats natural and man-made d) Wildlife e) Ponds and reservoirs f) Wetlands /watercourses g) Legal aspects h) Immediate and long term effect. 	Complied
7.12.3	<p><i>Indicator is not applicable in Malaysia context</i></p>	<p>Not Applicable</p>	Not Applicable

<p>7.12.4</p>	<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>	<p>No HCV being identified as per in report titled "Laporan Penilaian Konservasi Tinggi (HCV) & Biodiversiti; Ladang Penyelidikan FASSB Taib Andak & FPISB Kilang Sawit Kulai, Felda Taib Andak" dated 31/10/2020. .</p> <p>The estate had established and documented HCV area/Biodiversity Management Plan. This being established during the management meetings and discussion during stakeholder meeting (recent being on 27/09/2023 attended by 191 attendees), EPMC, dialogue with workers during muster and audits. Generally among the plans established were:</p> <ul style="list-style-type: none"> a) maintaining signage b) continue to record HCV monitoring such as wildlife sighting, encroachment and illegal hunting c) enhancing HCV awareness among employees. <p>The estate continued to train the workers on HCV and RTE Species. Signage on prohibition of illegal hunting or fishing, no swimming and chemical application at buffer zone area were erected at the HCV area. Noted during site visit, all the signage was well maintained. Among others the training held as follows;</p> <table border="1" data-bbox="1220 1106 1845 1329"> <thead> <tr> <th></th> <th>Subject</th> <th>Kulai POM</th> <th>Estate</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>RSPO Awareness</td> <td>08/11/2023</td> <td>13/07/2023</td> </tr> <tr> <td>2</td> <td>Policy MSPO/MSPO</td> <td>29/05/2023</td> <td>09/11/2023</td> </tr> <tr> <td>3</td> <td>HCV / Buffer Zone</td> <td>08/11/2023</td> <td>21/03/2023</td> </tr> </tbody> </table>		Subject	Kulai POM	Estate	1	RSPO Awareness	08/11/2023	13/07/2023	2	Policy MSPO/MSPO	29/05/2023	09/11/2023	3	HCV / Buffer Zone	08/11/2023	21/03/2023	<p>Complied</p>
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RSPO P&C Public Summary Report
Revision 15 (Nov 2023)

7.12.5	<p>Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas.</p> <p>- Minor compliance -</p>	<p>There was no rights of local communities been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas. The HCV Assessment report indicated that there is no threatened or endangered (RTE) species, or HCVs, are present or are affected by plantation or mill operations. There is only common bird, presence of wild boar, elephants and monkeys occasionally sighted. The appropriate measures that are expected to maintain and/or enhance them were implemented through an action plan reviewed in 15/08/2023.</p>	Complied
7.12.6	<p>All rare, threatened or endangered (RTE) species are protected, whether or not they are identified in an HCV assessment. A programme to regularly educate the workforce about the status of RTE species is in place. Appropriate disciplinary measures are taken and documented in accordance with company rules and national law if any individual working for the company is found to capture, harm, collect, trade, possess or kill these species.</p> <p>- Minor compliance -</p>	<p>The management and monitoring plan for HCV/Biodiversity areas was established and reviewed annually. There were displays of signage made at site i.e.</p> <ul style="list-style-type: none"> a) No fishing, no manuring, b) no spraying, no slashing, no swimming <p>There were programs held by the estates to all employees in pertaining to the awareness of HCV areas and RTE species. Interview with the employees concluded that training and briefing were made during the ad-hoc session and morning muster. This is also emphasized during the training held by the estates/mill. Employees are aware of the following reminders;</p> <ul style="list-style-type: none"> a) An offence to capture, harm, kills any wildlife. b) Disciplinary measures shall be taken if found violating company rules. c) Riparian buffer zone to be free from any chemicals application/pollution d) Relevant signs NO HUNTING NO FELLING ALLOWED <p>Among others the training held as follows;</p>	Complied

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

			Subject	Kulai POM		Estate
		1	RSPO Awareness	08/11/2023		13/07/2023
		2	Policy MSPO/MSPO	29/05/2023		09/11/2023
3	HCV / Buffer Zone	08/11/2023	21/03/2023			
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>Educational activities on RTE species were made through few means such as briefings/training and no hunting signage. Interview with workers showed that they have a good understanding in the restriction of capturing the RTE species. There also record of HCV monitoring sampling in all the estates assessed. Monitoring for all the HCV identified being monitored on monthly basis. RTE monitoring are also being made with feedback made to the management on any sightings.</p>			Complied	
7.12.8	<p>(C) Where there has been land clearing without prior HCV assessment since November 2005, or without prior HCV-HCSA assessment since 15 November 2018, the Remediation and Compensation Procedure (RaCP) applies.</p> <p>- Critical (Major) compliance -</p>	<p>The audit findings have confirmed that there is no new planting affecting present HCV and primary forest. There was no land clearing activities made nor had damaged any forest to protect or enhance the HCV.</p>			Complied	

Appendix B: GHG Reporting Executive Summary

The GHG emissions that were produced in **2022** for **FGVPI Kulai POM** and supply base was calculated using the PalmGHG Calculator version 3.0.1. The assessment team had verified the data input in the PalmGHG Calculator against operations records. PalmGHG Calculation Options selected 'Full version' and 'Exclude LUC Emission' calculation option is not applied. The records verified includes:

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

The summary of the Net GHG emitted in **2022** for **FGVPI Kulai POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct
CPO	0.97
PKO	0.97

Extraction	%
OER	20.39
KER	5.57

Production	t/yr
FFB Process	136,060.00
CPO Produced	27,746.22
PKO Produced	0

Land Use	Ha
OP Planted Area	52.60
OP Planted on peat	0.00
Conservation (forested)	0.00
Conservation (non-forested)	0.00
Total	52.60

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	519.51	0.39	0.00	0.00	0.00	0.00	519.51	0.39
CO ₂ Emission from fertilizer	23.67	0.02	0.00	0.00	0.00	0.00	23.67	0.02
NO ₂ Emission	20.93	0.02	0.00	0.00	0.00	0.00	20.93	0.02
Fuel Consumption	5.06	0.00	0.00	0.00	0.00	0.00	5.06	0.00
Peat Oxidation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sink								
Crop Sequestration	-492.43	-0.37	0.00	0.00	0.00	0.00	-492.43	-0.37
Conservation Sequestration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	76.74	0.06	0.00	0.00	33414.54	0.00	33491.28	0.06

**Note: Includes both estates and smallholders*

Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	0.00	0.00
Fuel Consumption	307.23	0.00
Grid Electricity Utilization	344.43	0.00
Credit		
Export of Grid Electricity	0.00	0.00
Sales of PKS	0.00	0.00
Sales of EFB	0.00	0.00
Total	651.66	0.00

Summary of Kernel Crusher Emission and Credit (if applicable)

Emissions	tCO ₂ e
PK from own mill	0.00
PK from other source	0.00
Fuel Consumptions	0.00
Total Crusher emissions	0.00

*This mill has no kernel crusher operation.

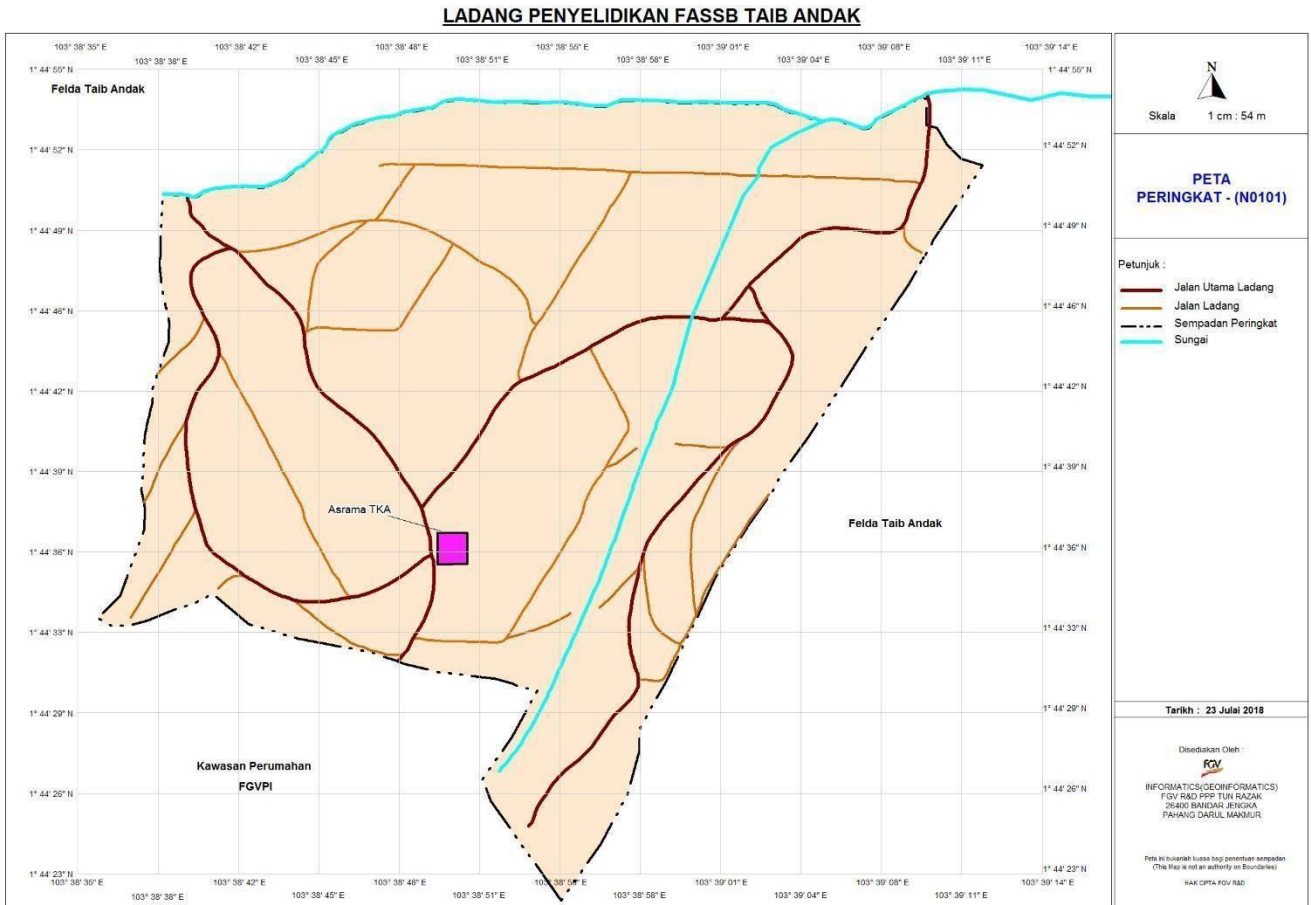
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0
Divert to anaerobic diversion (%)	100

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

Appendix C: Location Map of Certification Unit and Supply bases



Appendix D: Estate Field Map



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

Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	Choose an item.	Choose an item.	Choose an item.
Justification of Risk Factor Applied			
Number of samples			
Remarks			

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

Note: * are smallholders sampled in this audit.

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