

RSPO PRINCIPLE AND CRITERIA PUBLIC SUMMARY REPORT

☐ Initial Assessment

☒ Annual Surveillance Assessment (3_2)

☐ Recertification Assessment (Choose an item.)

☐ Extension of Scope

Client Company Name / Parent Company: United Plantations Berhad
Client Company / Parent Company Address: Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia
Certification Unit: United Plantations Berhad - Jendarata Palm Oil Mill Location of Certification Unit: Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia
Date of Final Report: 17/08/2024

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Section 1: Scope of the Assessment

1. Company Details			
Parent Company	United Plantations Berhad		
RSPO Membership Number	1-0004-04-000-00	Membership Approval Date	20/07/2004
Address	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia		
Palm Oil Mill / Group Manager / Estate (Certification Unit)	United Plantations Berhad - Jendarata Palm Oil Mill		
Location / Address	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia		
Website	www.unitedplantations.com		
Management Representative	Lee Kian Wei	E-mail	lkw@unitedplantations.com
Telephone	017-6093288	Facsimile	05-6417100

2. Certification Information			
Certificate Number	RSPO 693200	Certificate Start Date	29/09/2022
Date of First Certification	21/08/2008	Certificate Expiry Date	28/09/2027
Scope of Certification	Production of Sustainable Crude Palm Oil (CPO) and Palm Kernel (PK)		
Visit Objectives	<ul style="list-style-type: none"> • Determination of the conformity of the client's management system, or parts of it, with audit criteria. • Evaluation of the ability of the management system to ensure the client organization meets applicable statutory, regulatory and contractual requirements. 		
Assessment Cycle	<input type="checkbox"/> Pre Assessment (Choose an item.) <input type="checkbox"/> Initial Assessment <input checked="" type="checkbox"/> Annual Surveillance Assessment (ASA 3_2) <input type="checkbox"/> Recertification Assessment (Choose an item.) <input type="checkbox"/> Scope Extension		
Applicable Standards / Normative Reference	RSPO Certification System for P&C and RSPO ISH 2020 <input type="checkbox"/> Choose an item. <input checked="" type="checkbox"/> Malaysia National Interpretation 2019 for RSPO P&C 2018 for the Production of Sustainable Palm Oil		
Supply Chain Module	<input checked="" type="checkbox"/> Identity Preserved; <input type="checkbox"/> Mass Balance	Mill Capacity	50 mt/Hour
ISH certification Phase	<input type="checkbox"/> Eligibility <input type="checkbox"/> Milestone A <input type="checkbox"/> Milestone B <input checked="" type="checkbox"/> Not Applicable		
Is this a remote audit or on-site audit	<input checked="" type="checkbox"/> On-site audit (Option AI)	<input type="checkbox"/> On-site audit (Option AII)	<input type="checkbox"/> Remote audit (Option B)

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3. Other Certifications			
Certificate Number	Standard(s)	Certificate Issued by	Expiry Date
MSPO 693204	MS 2530-3:2013 General Principles for Oil Palm Plantations and Organized Smallholders	BSI Services (M) Sdn. Bhd.	06/09/2028
MSPO 693201	MSPO MS 2530-4:2013 – General Principles for Palm Oil Mills	BSI Services (M) Sdn. Bhd.	06/09/2028
MSPO 709996	MSPO Supply Chain Certification Standard 2018	BSI Services (M) Sdn. Bhd.	13/08/2024

4. Location(s) of Mill & Supply Bases			
Name (Mill / Supply Base / Group Manager / Smallholders)	Location	GPS Coordinates	
		Latitude	Longitude
Jendarata Palm Oil Mill	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia	3°51'14.13" N	100°58'06.01" E
Jendarata Estate	Jalan Kuala Selangor – Teluk Intan, Jendarata Estate 36009 Teluk Intan, Perak, Malaysia	3°54'00.14" N	100°58'39.16" E
Seri Pelangi Estate	Batu 11 ¾, Jalan Bidor, 36008 Teluk Intan, Perak, Malaysia	3°59'37.00" N	101°09'34.99" E
Tanarata Estate	Batu 7, Jalan Changkat Jong, 36008 Teluk Intan, Perak	3°58'11.58" N	101°5'48.71" 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
Jendarata Estate	5,201.41	3.15	1,131.08	6,335.64	82.10
Seri Pelangi Estate	*1,329.00	0	**99.3	1,428.3	93.05
Tanarata Estate	3,380.65	0.56	***274.98	3,656.19	92.46
Total	9,911.06	3.71	1,505.36	11,420.13	-
Note *Reduce 0.99 ha due to resurvey of planted area while surveying the TOL of 6.30 ha. Survey on Dec 2023. **For Seri Pelangi Estate, we have increase of 6.3ha (Temporary Occupancy Land) on top of 93 ha in 2023 under infrastructure and others.					

***Increase of 9.04 ha (Temporary Occupancy Land) on top of 265.94 ha in 2023 under infrastructure and others.

6. Plantings & Cycle

Estate / Smallholders	Age (Years) - ha				Mature	Immature
	0 - 3	4 - 14	15 - 25	>25		
Jendarata Estate	763.11	2,601.72	1,836.58	0	4,438.30	763.11
Seri Pelangi Estate	564.00	339.00	426.00	0	765.00	564.00
Tanarata Estate	544.35	2,661.77	174.53	0	2,836.30	544.35
Total (ha)	1,871.46	5,602.49	2,437.11	0	8,039.60	1,871.46

Note: Only Mature area is considered as production area

7. Summary of Certified Tonnage of FFB (Own Certified Scope)

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2023 – Aug 2024)	Actual (June 2023 – May 2024)		Forecast (Sept 2024 – Aug 2025)
		Previous license period (June 2023 – Aug 2023)	Current license period (Sept 2023 – May 2024)	
Jendarata Estate	136,200	34,948.06	92,583.08	132,000
Seri Pelangi Estate	38,000	5,506.65	17,367.45	31,800
Tanarata Estate	49,600	8,735.82	40,868.91	60,000
Total	223,800	200,009.97		223,800

Note: The forecast FFB production in the next 12 months is based on the crop pattern prediction by the UoC resulting from increasing and stable of the rainfall. In addition, the recruitment program for the harvester is expected to ensure adequate land-to-labor ratio

8. Summary of Certified Tonnage of FFB (from other certified unit(s))

Estate / Smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2023 – Aug 2024)	Actual (June 2023 – May 2024)		Forecast (Sept 2024 – Aug 2025)
		Previous license period (June 2023 – Aug 2023)	Current license period (Sept 2023 – May 2024)	
N/A		N/A	N/A	
Total		N/A		18858.64

Note:

9. Summary of Non-Certified Tonnage of FFB (outside supplier – excluded from certificate)				
Out growers / smallholders	Tonnage (MT) / year			
	Estimated last year (Sept 2023 – Aug 2024)	Actual (June 2023 – May 2024)		Forecast (Sept 2024 – Aug 2025)
		Previous license period (June 2023 – Aug 2023)	Current license period (Sept 2023 – May 2024)	
N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A		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	June 2023	13,596.750	0	13,596.750
2	July 2023	17,056.040	0	17,056.040
3	Aug 2023	18,537.740	0	18,537.740
4	Sept 2023	18,407.230	0	18,407.230
5	Oct 2023	17,260.380	0	17,260.380
6	Nov 2023	16,559.950	0	16,559.950
7	Dec 2023	18,956.500	0	18,956.500
8	Jan 2024	13,450.380	0	13,450.380
9	Feb 2024	13,558.580	0	13,558.580
10	Mar 2024	17,014.120	0	17,014.120
11	Apr 2024	15,998.900	0	15,998.900
12	May 2024	19,613.400	0	19,613.400
TOTAL		200,009.97	0	200,009.97

10. Summary of Certified Tonnage (MT) (not applicable for ISS)			
Estimated last year (Sept 2023 – Aug 2024)	Actual (June 2023 – May 2024)		Forecast (Sept 2024 – Aug 2025)
	Previous license period (June 2023 – Aug 2023)	Current license period (Sept 2023 – May 2024)	
FFB	FFB		FFB
223,800.00 mt	49,190.53 mt	150,819.44 mt	223,800.00 mt
	TOTAL	200,009.97 mt	
CPO (OER: 23.50 %)	CPO (OER: 21.63 %)		CPO (OER: 23.50%)
52,593.00 mt	11,366.20 mt	31,890.86 mt	52,593.00 mt

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	TOTAL	43,257.06 mt	
PK (KER: 5.50 %)	PK (KER: 4.31%)		PK (KER: 5.50%)
12,309.00 mt	2,059.58 mt	6,554.17 mt	12,309.00 mt
	TOTAL	8,613.75 mt	
Note:			

10A. Monthly Records of Certified CPO & PK since the last audit			
No.	Month - Year	Certified CPO (MT)	Certified PK (MT)
1	June 2023	3,134.850	589.370
2	July 2023	3,953.680	691.420
3	Aug 2023	4,277.670	778.790
4	Sept 2023	4,031.420	858.620
5	Oct 2023	3,692.820	748.980
6	Nov 2023	3,552.670	698.800
7	Dec 2023	4,037.580	830.710
8	Jan 2024	2,788.220	582.650
9	Feb 2024	2,973.960	587.810
10	Mar 2024	3,759.470	746.260
11	Apr 2024	3,251.610	678.190
12	May 2024	3,803.110	822.150
TOTAL		43,257.06	8,613.75

11. Summary of Actual Volume sold					
Current License period (Sept 2023 – May 2024)					
	RSPO Certified	Other Schemes Certified		Conventional	Total
		ISCC	Others		
CPO (MT)	31,893.68	0	0	0	31,893.68
PK (MT)	6,610.22	0	0	0	6,610.22
Credits	0	0	0	0	0
Previous License period (June 2023 – Aug 2023)					
CPO (MT)	11,460.83	0	0	0	11,460.83
PK (MT)	1,980.88	0	0	0	1,980.88
Credits	0	0	0	0	0
Note:					
Carry forward CPO and PK end of May 2023 was 597.89 MT and 203.64 MT respectively.					

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11A. Records of Certified CPO & PK Sold under PalmTrace since the last audit (if any)				
No.	Buyers Name	PalmTrace Trading License Number	Certified CPO Sold (MT)	Certified PK Sold (MT)
1	Buyer A	TR-XXXXXXXX-XXXX	43,354.51	8,591.10
TOTAL			43,354.51	8,591.10
Note: Data is consolidated, and each transaction were verified against PalmTrace				

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)
-	-	-	-	-
TOTAL			-	-

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

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
-	-	-	-
TOTAL			

12. Independent Smallholders Certified Tonnage (MT) / Volume									
	Estimated last year (N/A)			Actual (N/A)			Forecast (N/A)		
Phase	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	-	-		-	-		-	-	

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CSPK	-	-		-	-		-	-	
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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		-	-	-	-	-
Note: 1 mt = 1 credit						

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

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

Section 2: Assessment Process

Certification Body:

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

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2.1 Assessment Methodology, Programme, Site Visits

The on-site assessment was conducted on **15-18/07/2024**. The audit programme is included as Section 2.3.

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

The 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. RSPO P&C 2018 for Production of Sustainable Palm Oil 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 Units with respect to the RSPO requirements and aspects where they considered that improvements could be made. At the start of each meeting, the interviewer explained the purpose of the audit followed by an evaluation of the relationship between the stakeholder and the company before discussions proceeded. The interviewer recorded comments made by stakeholders and these have been incorporated into the assessment findings.

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

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

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

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 (RC3)	Year 2 (ASA 3_1)	Year 3 (ASA 3_2)	Year 4 (ASA 3_3)	Year 5 (ASA 3_4)
Jendarata POM	✓	✓	✓	✓	✓
Jendarata Estate	✓	✓	✓	✓	✓
Tanarata Estate	✓	✓	✓	✓	✓
Seri Pelangi Estate	✓	✓	✓	✓	✓

Tentative Date of Next Visit: July 14, 2025 - July 18, 2025

Total Number of Mandays: 15 Mandays

2.2 BSI Assessment Team

Name	Role	Competency
Nor Halis Abu Zar (NHA)	Team Leader	<p>Education: Bachelor of Science, Plantation Technology and Management, graduated from UiTM in 2012 and Diploma In Plantation and Industry Management from UiTM in 2009.</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. He is a qualified Lead Auditor for MS2530:2013 and RSPO Auditor for ENV and OSH and has accumulated more than 500 audit days throughout his current career as the auditor for multiple disciplines covering Malaysia.</p> <p>Training attended: He has completed RSPO P&C Lead Auditor Course in Oct 2020, Refresher RSPO P&C Lead Auditor Course in May 2022, RSPO ISH Standard 2019 in December 2021, RSPO SCC 2020 in September 2022, QMS 9001:2015 Lead Auditor Course in April 2019, OSH 45001:2018 Lead Auditor Course in June 2021, IMS (ISO 9001:2015 & ISO 14001:2015) Lead Auditor Course, HCV & HCS Training in August 2022, MSPO 2530:2013 Lead Auditor Course in</p>

		<p>February 2019, MSPO SCCS Auditor in February 2019 and also trained in SMETA Requirement Training on May 2021 & ISH Training by RSPO in August 2023</p> <p>Language proficiency: Bahasa Malaysia and English.</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</p> <p><input type="checkbox"/> Social <input type="checkbox"/> Environmental <input checked="" type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Mohamed Zainal (MHZ)</p> <p>Hidhir Abidin</p>	Team Member	<p>Education: Bachelor's Degree in chemical engineering, National University of Malaysia</p> <p>Work Experience:</p> <p>1) 7 years working experience in palm oil industry specifically on palm oil milling for 5 years</p> <p>2) Auditor for several standards including ISO 9001, ISO 140001, OHSAS 18001, MSPO and RSPO since 2012</p> <p>Training attended:</p> <p>1) ISO 9001 Lead Auditor Course</p> <p>2) ISO 14001 Lead Auditor Course</p> <p>3) OHSAS 18001 Lead Auditor Course in 2012</p> <p>4) Endorsed RSPO P&C Lead Auditor Course in 2013</p> <p>5) MSPO Awareness Training in 2014</p> <p>6) Endorsed RSPO SCCS Lead Auditor Course</p> <p>7) SMETA Auditor training</p> <p>Language proficiency: Fluent in in both verbal/written 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 checked="" type="checkbox"/> Supply chain requirements</p> <p><input checked="" type="checkbox"/> Social <input checked="" type="checkbox"/> Environmental <input type="checkbox"/> Market Communication and claim requirements</p> <p><input type="checkbox"/> ISH context (ICS, internal audit, policy, business planning and trading system)</p>
<p>Hafriazhar Mokhtar (HMM)</p> <p>Mohd</p>	Team Member	<p>Education: 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), HCV & HCS Training (2019), ISO 45001 LA Training (2018), RSPO LA Training (2017), RSPO SCCS LA Training (2016), RSPO P&C LA Training (2015), ISO 9001 LA Training (2013), ISO 50001 LA Training (2012), ISO 14001 LA Training (2011) & ISH Training by RSPO in August 2023</p> <p>Language proficiency:</p>

		Bahasa Malaysia and English. Aspect covered in this audit: <input checked="" type="checkbox"/> Good Agriculture Practice <input type="checkbox"/> Health and Safety <input checked="" type="checkbox"/> Supply chain requirements <input checked="" 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)
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Accompanying Persons:

Name	Role
Valence Shem	Qualifying Review for MHZ & HMM

2.3 Assessment Plan

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

Date	Time	Subjects	NHA	MHZ	HMM
Sunday 14/07/2024	-	Audit Team Travel to Hotel	√	√	√
Monday 15/07/2024 Jendarata POM	0830 - 0900	Opening Meeting: - Opening Presentation by Audit Team Leader. - Confirmation of assessment scope and finalize Audit plan (including stakeholder's consultation).	√	√	√
	0900 - 1200	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, Lab, weighbridge and palm product storage area, etc. Meeting with Stakeholder (Government, village rep., smallholders, Union Leader, contractor etc) Supply chain requirements for POM <ul style="list-style-type: none"> • SCCS Module • Internal Audit • Outsourcing activities • Purchasing and Goods In • Sales and Goods Out - Outsourcing Activities • Record keeping - Extraction Rate • Processing • Registration of transaction – Claims • Rules on market communication and claim 	√	√	√

Date	Time	Subjects	NHA	MHZ	HMM
	1230 - 1330	Lunch Break	√	√	√
	1330 - 1630	Document review P1 – P7: Document Review P1 – P7: SOPs, 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 Briefing	√	√	√
Tuesday 16/07/2024 Jendarata Estate	0830 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, waste management, worker housing, clinic, Landfill etc. Meeting with Stakeholder (Government, village rep., smallholders, Union Leader, contractor etc)	√	√	√
	1230- 1330	Lunch Break	√	√	√
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√
	1630 - 1700	Interim Closing Briefing	√	√	√
Wednesday 17/07/2024 Seri Pelangi Estate	0830 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, waste management, worker housing, clinic, Landfill etc. Meeting with Stakeholder (Government, village rep., smallholders, Union Leader, contractor etc)	√	√	√
	1230- 1330	Lunch Break	√	√	√
	1330 - 1630	Document review P1 – P7: (General Documentation e.g. Legal, Manual and Procedure, production & monitoring records, IPM & HCV records, SEIA documents & records, OSH records, review pay documents, records of communication with stakeholder/workers representatives, new planting, CIP and implementation & etc.)	√	√	√

Date	Time	Subjects	NHA	MHZ	HMM
	1630 - 1700	Interim Closing Briefing	√	√	√
Thursday 18/07/2024 Tanarata Estate	0830 - 1230	Field visit, boundary inspection, field operations, staff & workers interview, buffer zone, HCV area, IPM implementation, OSH & ERP, workshop, storage area (agrochemical, fertilizer, lubricant etc), agrochemical mixing area, waste management, worker housing, clinic, Landfill etc. • Meeting with Stakeholder (Government, village rep., smallholders, Union Leader, contractor etc)	√	√	√
	1230 - 1330	Lunch Break	√	√	√
	1330 - 1600	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.)	√	√	√
	1600 - 1700	Audit team discussion & Closing Meeting	√	√	√
Friday 19/07/2024	-	Audit Team Travel to Home Destination	√	√	√

Section 3: Assessment Findings

3.1 Multiple Management Units and Time Bound Plan

Requirement	Assessment	Compliance
Does the time bound plan include all current subsidiaries, estates and mills that is under the control and/or minor shareholding of the holding company?	PT. Surya Sawit Sejati is a subsidiary company of United Plantations Berhad. PT Surya Sawit Sejati have operate 1 palm oil mill that supplied by 2 Inti estates (Lada and Runtu Estates) and Plasma smallholders' estate (Plasma Kumai and Arut).	Complied
Have all the estates and mills certified within five (5) years after obtaining RSPO membership? If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021	The RSPO Initial Assessment has been carried out on 11-15 th December 2017 on initial HGU areas and have successfully obtained RSPO certificate in November 2018 and Scope Extension Audit conducted in November 2019 for 6717.62ha. The balance area will be certified in tandem with the issuance of land titles (HGU, HGB, Hak Pakai, Hak Milik) by the Government of Indonesia.	Complied

Have there been any new acquisitions? If yes, the new acquisitions shall be certified within three (3) years from the date of acquisition. Certification plan for the new acquisition shall be available. If no, has RSPO Secretariat approval obtained? Was the submission according to the template as announced by the RSPO Secretariat on 21/12/2021.	No	Complied
Any deviations from the maximum periods requires approval by the RSPO Secretariat.	The new time bound of 2025 was approved by RSPO Secretariat on 26 May 2023.	Complied
Have there been any changes to the time-bound plan since the last audit (both new acquisition and existing)? If yes, justification is required. Is this consistent with the ACOP reporting?	Yes, the new time bound is 2025.	Complied
Have there been any isolated lapses in implementation of the plan? If yes a Minor non-compliance shall be raised	No	Complied
Have there been any fundamental failure (e.g. unable to justify delay in planning the assessments) to proceed with implementation of the plan? If yes a Major non-compliance shall be raised	No. Refer to the new time bound of 2025 was approved by RSPO Secretariat on 26 May 2023. There have not been any isolated lapses in implementation of the plan. There is no comments from stakeholders. The company has a complaint and grievance mechanism regulated in stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP : SSS-COMDEV(HMS)-024).	Complied
Un-Certified Units or Holdings		
No replacement of primary forest or any area required to maintain or enhance HCVs and HCS in accordance with RSPO P&C criterion 7.12.	The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4 th October 2019. In 2014, the company has also conducted HCV identification for smallholder scheme area and Kumai Arut Conservation Area for the area of 1,121.2 ha. However, the area of 49.572 ha is highly potential be opened as housing area of Benaning Bawah Villagers. The information is based on community aspiration to exclude the area from HCV area of Kumai Arut Estate	Complied

	Scheme Smallholder. The company with assigned consultant has approached and counselled local community through FPIC method. The company has consulted to RSPO Jakarta Office on 9 May 2016 in accordance with this situation for RSPO to accommodate community aspiration without disobey RSPO requirement on new area development.	
Any new plantings since January 1 st 2010 shall comply with the RSPO New Plantings Procedure.	The company has identified HCV area for Lada Estate and Runtu Estate in 2008. However, the identification result is not considered sufficient by the company since there is no information on the hectare of HCV area and the location of the identified HCV. Therefore, the company re-identify the HCV area and delineate the HCV area based on HCV identification 2006. The delineation is conducted by Biodiversity Team of the company. Based on the delineation of HCV area there is HCV area that is opened by the company. The company has submitted RaCP proposal and successfully obtained the approval on 4 th October 2019.	Complied
Any Land conflicts are being resolved through a mutually agreed process, such as RSPO Complaints System or Dispute Settlement Facility, in accordance with RSPO P&C criteria 4.4, 4.5, 4.6, 4.7 and 4.8.	All land conflicts have been addressed in a mutually agreed manner as per RSPO Dispute Settlement Facility and internal SOP on stakeholder communication and consultation (SOP-HRD-07-R00) and land conflict procedure (SOP: SSS-COMDEV(HMS)-024). As of to date, there is no pending land conflict cases as verified during audit.	Complied
Any Labor disputes are being resolved through a mutually agreed process, in accordance with RSPO P&C criterion 4.2	There were no labour disputes reported. United Plantations Berhad continued to monitor the labour issue. Procedure for calculating and distributing fair compensation has been in place in the similar document of SOP land compensation No. HRD-015-R00 dated 1 January 2016. It explains that the company has a standard of compensation calculation but also giving the compensated person a bargaining/negotiation position. The record of compensation process and outcome of negotiated agreement is documented. Based on interview with the community the community has understand the procedure of land compensation and their involvement in the compensation process. The result of the compensation process is distributed to the compensated party and can be accessed by stakeholder through information request.	Complied
Any Legal non- compliance is being addressed through measures consistent with the requirements of RSPO P&C criteria 2.1	United Plantations Berhad conducted annual legal audits by external consultant and there is no legal non-compliance raised. If there is legal non-compliance, the internal PIC for handling such cases is our Senior Legal Advisor, Ibu Dewy. Personnel in charge to manage the legal documentation system	Complied

	are Legal Department (Led by Ibu Dewi). A system used for tracking any changes in laws and regulations was set-up through procedure No: SOP-HRD-017-R00.	
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.	PT. Surya Sawit Sejati has conducted annual RSPO internal audits. The last internal audit was conducted in June 2023 for all certified and non-certified units. Positive assurance statement has been available and verified.	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 is no Non-Compliance against 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.	Complied
Have there been any stakeholder (including NGO) consultation conducted?	Yes, United Plantations Berhad conduct stakeholders meeting annually. PT. Surya Sawit Sejati management conducted annual stakeholders meeting including Government authorities, NGOs, suppliers, contractors, workers representatives and communities. The last stakeholders meeting was conducted in July 2023.	Complied

3.2 Progress of scheme smallholders and/or outgrowers

Progress of scheme smallholders or outgrowers towards compliance with relevant standards		
Requirement	Remarks	Compliance
Has 100% of scheme smallholders and/or scheme outgrowers comply with the standard within three years of the mill's initial certification? OFI shall be raised if after one year where 100% of the scheme smallholders and scheme outgrowers are not in compliance, a minor NC after two years, and a major NC if this requirement is not met after three years.	Not applicable as there are no scheme smallholders or scheme outgrowers under the certification unit.	Not Applicable

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Approved Time Bound Plan

Name of the Unit of Certification (UoC)	Country	Name of the Mills and Supply Bases	Location Address	GPS Coordinates (in decimal degree)		Total Managed Area (Ha)	Certification Status (Certified / Not certified)	Plan Year for Certification	Actual Certification Year	Date of Last TBP Verified and Approved by CB	REVISION OF THE TBP (Only applicable when revision is made)			
				Latitude	Longitude						Any revision from the last approved TBP? (Yes / No)	New Proposed Year for Certification	Justification of changes for each UoC	Date of approval from RSPO
Lada Estate (balance HGU)	Indonesia	Lada Estate	Desa Sungai Rangit Jaya, Kecamatan Pangkalan Lada, Kabupaten Kotawaringin Barat, Kalimantan Tengah	2.493056° S	111.723056° E	1796.61 (HPK) + 215 (APL) + 46 (APL) + 12.26 (HGB) + 27.73 (Hak Pakai)	Not Certified	2023	Not certified	RSPO ASA in 2022	Yes	2025	HPK - Process Pelepasan is ongoing at the Environment and Forestry Department Jakarta. Awaiting the Integrated Team to conduct on the ground survey and upon completion of Pelepasan Process, the SK Pelepasan from the Minister of Environment and Forestry Department Jakarta will be issued. APL - Panitia B process and on the ground survey by Integrated Team. Currently we are proceeding to HGU application at Land Office. HGB for building - Has been obtained. As there is	25-May-23

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													no oil palm planting on HGB area, we plan to conduct RSPO Scope Extension Assessment when HGU has obtained for the area under HPK & APL. Hak Pakai for conservation area - Awaiting payment of BPHTB (tax) to Bapenda and issuance of Hak Pakai. As there is no oil palm planting on this area, we will conduct RSPO Scope Extension Assessment along with the HPK and APL area as stated above.	
Runtu Estate (balance HGU)	Indonesia	Runtu Estate	Desa Runtu, Kecamatan Arut Selatan, Kabupaten Kotawaringin Barat, Kalimantan Tengah	2.375278° S	111.68944° E	4491.4 (APL) + 130 (APL) + 4.6 (HGB)	Not Certified	2023	Not certified	RSPO ASA in 2022	Yes	2025	APL - Awaiting Land Office to produce HGU boundary map and thematic survey before the next step i.e forming Panitia B and producing outcome and decision of committee. Next, SK HGU will be issued and payment of BPHTB (tax) shall be made	25-May-23

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													before issuance of HGU. HGB for building - Has been obtained. As there is no oil palm planting on HGB area, we plan to conduct RSPO Scope Extension Assessment when HGU has obtained for the area under APL	
Lada Estate (Plasma Lada, Runtu, Arut & Kumai)	Indonesia	Lada Estate (Plasma Lada, Runtu, Arut & Kumai)	Plasma Lada: Desa Sungai Rangit Jaya, Kecamatan Pangkalan Lada, Kabupaten Kotawarin gin Barat, Kalimantan Tengah Plasma Runtu: Desa Runtu, Kecamatan Arut Selatan, Kabupaten Kotawarin	Plasma Lada: 2.493056° S Plasma Runtu: 2.375278° S Plasma Arut: 2.503611° S Plasma Kumai: 2.623333° S	Plasma Lada: 111.72305 6° E Plasma Runtu: 111.68944 4° E Plasma Arut: 111.65583 3° E Plasma Kumai: 111.84805 6° E	833 (Hak Milik) + 431.88 (Hak Milik in progress) + 1.48 (HGB) + 1115.82 (Hak Pakai)	Not Certified	2023	Not certified	RSPO ASA in 2022	Yes	2025	APL - Awaiting Land Office to conduct Kadastral to produce HGU boundary map and thematic survey before the next step i.e forming Panitia B and producing outcome and decision of committee. Next, SK HGU will be issued and payment of BPHTB (tax) shall be made before issuance of HGU. HGB for building - Has been obtained. As there is no oil palm planting on HGB area, we plan to conduct RSPO Scope Extension Assessment	25-May-23

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			gin Barat, Kalimantan Tengah Plasma Arut: Desa Medang Sari, Kecamatan Arut Selatan, Kabupaten Kotawarin gin Barat, Kalimantan Tengah Plasma Kumai: Desa Sungai Bedaun, Kecamatan Kumai, Kabupaten Kotawarin gin Barat, Kalimantan Tengah											when HGU has obtained for the area under APL	
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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 *No* (0) Critical; *One* (1) Minor nonconformities and *Two* (2) of *OFI* Opportunity For Improvement raised. The Jendarata Palm Oil Mill & Supply Bases 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 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 #	2523026-202407-N1	Issued Date	18/07/2024
Due Date	Next Assessment	Closure Date	TBC
Indicator & Category (Critical / Minor)	3.3.2 Minor		
Statement of Nonconformity:	There is no mechanism to check consistencies and implementation of procedures related to Safe Operating Procedure: HIRARC (Hazard Identification, Risk Assessment, and Risk Control), and CHRA (Chemical Health Risk Assessment)		
Requirement Reference:	A mechanism to check consistent implementation of procedures is in place.		
Objective Evidence:	<p>Jendarata POM:</p> <p>During a site visit at the Ramp Area, it was observed that two FFB Contractor Lorry drivers (Vehicle No: JTN7682 & JTX4595) were not wearing safety helmets within the mill premises. An interview with the drivers revealed they did not bring their safety helmets. While the drivers were removing the canvas, 2-3 bunches fell off. Further investigation at the Security Post at the Mill Entrance revealed no evidence of a mechanism in place to check the implementation of SOP as per Safe Operating Procedure: Incoming FFB Procedures and HIRARC dated 02/01/2024. Additionally, during an inspection at the workshop store, it was found that three bottles of lubricants were stored in containers without proper labels:</p> <ul style="list-style-type: none"> • Lubricant in a dishwasher container (1 unit) • Lubricant in a container with a petrol label (1 unit) • Lubricant in a container without a label (1 unit) <p>Interviews and document checks confirmed there is no mechanism to ensure compliance with the Safe Operating Procedure: Chemical Handling and CHRA Assessment dated 29/05/2023, as per OSHA (USECHH Regulation 20 & 21).</p> <p>Jendarata Estate:</p> <p>During a site visit at the tractor parking bay, it was found that lubricant was stored in a drinking bottle. Interviews and document checks confirmed there is no mechanism to ensure compliance with the Safe Operating Procedure: Chemical Handling and CHRA Assessment dated 29/05/2023, as per OSHA (USECHH Regulation 20 & 21).</p> <p>Seri Pelangi Estate</p> <p>Site visit at Workshop found foreman not using appropriate PPE for cutting operating. The PPE was available there however the foreman claim just to do minor work so that he don't wear it. Based on interview with management, there is no</p>		

	mechanism to ensure the PPE usage at workshop as per Safe Operating Procedure : Workshop and HIRARC dated 01/01/2023 Gas Cutting.
Corrections:	<p>Jendarata POM:</p> <ol style="list-style-type: none"> 1. Briefing to be conducted for the mill and estate management along with the third-party FFB transporters, APs and FFB ramp supervisor on the SOP and HIRARC for unloading FFB at ramp. 2. The APs at guard post must conduct visual inspection on the FFB lorry drivers and deny entry if no safety helmet. 3. The transferred lubricant/gear oil must be stored in High-density polyethylene (HDPE) container as provided by the Mill management with labelling on the name of content. 4. Briefing will be conducted for all workshop attendant/operators regarding the implementation of No. 2. <p>Jendarata Estate:</p> <ol style="list-style-type: none"> 1. The transferred lubricant/gear oil must be stored in High-density polyethylene (HDPE) container as provided by the Estate management with labelling on the name of content. 2. Briefing will be conducted for all workshop attendant/operators regarding the implementation of No. 1. <p>Seri Pelangi Estate:</p> <ol style="list-style-type: none"> 1. Stop work order to be issued by the Estate management for any safety non-compliance detected. 2. Briefing to be conducted for the workshop operator on the proper use of PPE during work. Warning letter to be issued if the worker still reluctant to wear PPE after the briefing.
Root Cause Analysis:	<p>Jendarata POM:</p> <ol style="list-style-type: none"> 1. Lack of monitoring and awareness by the APs to ensure all lorry drivers bring along safety helmet at the entry point i.e mill gate. 2. There is no appropriate small container for the mill's workshop attendant/operators to transfer the lubricant/gear oil/grease from large drum. 3. Low awareness on the labelling of chemicals at transferred container particular for mill's workshop operations. <p>Jendarata Estate:</p> <ol style="list-style-type: none"> 1. There is no appropriate small container for the Estate's workshop attendant/operators to transfer the lubricant/gear oil/grease from large drum. 2. Low awareness on the labelling of chemicals at transferred container particular for Estate's workshop operations. <p>Seri Pelangi Estate:</p> <p>Lack of monitoring and awareness on the use of appropriate PPE for Estate's workshop operations.</p>
Corrective Actions:	Jendarata POM:

	<ol style="list-style-type: none"> During the routine internal audits, inspection will be conducted on-site at the AP post (entry point) and ramp to ensure the lorry drivers are wearing safety helmet before unloading FFB. The necessary requirement for any transfer of chemicals to be included in the OSH monthly checklist and the on-site implementation will be checked during the routine internal audits. <p>Jendarata Estate: The necessary requirement for any transfer of chemicals to be included in the OSH monthly checklist and the on-site implementation will be checked during the routine internal audits.</p> <p>Seri Pelangi Estate: The Estate management to conduct OSH monthly monitoring as per the designated checklist including use of PPE for workshop operator and the on-site implementation will be checked during the routine internal audits.</p>
Assessment Conclusion:	CAP has been accepted. The effectiveness of the implementation will be verified during next audit.

Opportunity for Improvements	
OFI #	Description
OFI 1	2523026-202407-I1 6.2.2 i) The company may consider to further improve on the process of socialization for employment contract's terms and conditions in more effective manner. ii) Payroll documents which give clearer information on compensation for all work performed to be further improved especially for introduction of any new incentive in future.

Opportunity for Improvements	
OFI #	Description
OFI 1	2523026-202407-I2 7.3.1 The domestic waste segregation and disposal implementation against the documented waste management plan could be further improved for composting pit in Tanarata Estate and Seri Pelangi Estate.

Positive Findings	
PF #	Description
PF 1	Good cooperation given to the audit team by site and HQ team
PF 2	Good comment and feedbacks from stakeholder as per consultation.

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3.3.1 Status of Nonconformities Previously Identified and Opportunity for Improvement

Previous Audit Critical (Major) Non-conformity			
NCR Ref #	N/A	Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)			
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			
Effectiveness Closure (for previous audit closed Critical NC):			

Previous Audit Minor Non-conformity			
NCR Ref #	N/A	Issued Date	
Due Date		Closure Date	
Indicator & Category (Critical / Minor)			
Statement of Nonconformity:			
Requirement Reference:			
Objective Evidence:			
Corrections:			
Root Cause Analysis:			
Corrective Actions:			
Assessment Conclusion:			

Previous Audit Opportunity for Improvement	
OFI#	Description
OFI 1	OFI Statement:

2368072-202307-I1**Indicator: 7.8.2**

SOP on Management of Riparian Area dated 24/11/2017 has yet to further define type of water courses in line with RSPO Manual on BMPs for the management and rehabilitation of riparian reserves' (April 2017) guideline for improvement.

Verification / Follow-up actions:

Based on the SOP on Management of Riparian Area dated 24/11/2017, management and rehabilitation of riparian of water courses in line with RSPO Manual on BMPs includes the river water upstream and downstream sampling analysis as following:

- Certificate of Analysis by ChemVi Laboratory Sdn. Bhd.; Lab Report # LW/0624/1003(2); Sample date: 11/06/2024; Report date: 24/06/2024; Sample marking: Hulu Farrow Entrance:

Parameters	Methods	Limits	Results
pH	APHA		5.31
*BOD ₃	DOE		25
TSS	APHA		31
Phosphorus	APHA		0.56

- Certificate of Analysis by ChemVi Laboratory Sdn. Bhd.; Lab Report # LW/0624/1003(1); Sample date: 11/06/2024; Report date: 24/06/2024; Sample marking: Hilir Water Gate:

Parameters	Methods	Limits	Results
pH	APHA		5.39
*BOD ₃	DOE		27
TSS	APHA		17
Phosphorus	APHA		0.58

3.3.2 Summary of the Nonconformities and Status

CAR Ref.	Category (Critical / Minor)	P&C Indicator	Issued Date	Status & Date (Closure)
2213512-202206-M1	Critical	3.6.1	17/06/2022	Closed out on 07/07/2022
2213512-202206-N1	Minor	2.1.2	17/06/2022	Closed out on 13/07/2023
2523026-202407-N1	Minor	3.3.2	18/07/2024	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 Jendarata Palm Oil Mill and Supply Bases Certification Unit's environmental and social performance, legal and any known dispute issues.

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

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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)
Estate & Mill vendors	<ul style="list-style-type: none"> - Excavator contractors - Electrical supplier/contractor - FFB transporter (Ikatan Suloh Enterprise) - Canteen operator 	Face to face interview
Local community representatives	<ul style="list-style-type: none"> - Kampung Puspa village head - Surau representative - Temple representative 	Face to face interview
School representative	SJKT Jendarata 3 Headmaster & Senior Assistant Teacher	Face to face interview
Union representative	Mill NUPW chairman	Face to face interview
Estate and Mill Workers (Local and Foreign)	UP Jendarata Mill and Estate	Face to face interview
Gender Committee Representatives	UP Jendarata Mill and Estate	Face to face interview
Guest Workers Representatives (by nationality)	UP Jendarata Mill and Estate	Face to face interview

Stakeholders comment	
1	<p>Feedbacks: Estate & Mill vendors</p> <p>Local vendors among suppliers, contractors/service providers were given priority to supply/provide service to UP mill and estate. Some contractor/service provider has served for more than 30 years. Proper contract agreement signed for an agreed period of work with fair pricing and terms. No issue in payment.</p> <p>For canteen operator that has operated for more than 10 years, proper building provided with well-maintenance and upkeep. Building rental very cheap and affordable.</p> <p>Audit Team verification and response:</p> <p>No further issue.</p>
2	<p>Feedbacks: Local community representatives</p> <p>No issue among local communities with company including land dispute and negative impact of mill and estate operations. Positively, local communities are given priority of employment via direct promotion and advertisement in case of any vacancy. Some local residents have been working with company for more than 30 years.</p>

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	Audit Team verification and response: No further issue.
3	Feedbacks: Local community representatives Local community representatives have good relationship with mill and estate's management. No issue among local communities with company including land dispute and negative impact of mill and estate operations. Positively, local communities are given priority of employment via direct promotion and advertisement in case of any vacancy. Some residents have been working with company for more than 30 years. Company always invited them to attend the stakeholder consultation meeting and consults any issues with stakeholders. Company welcomes any requests and sometimes contributed in community programs and activities including as part of their CSR. Audit Team verification and response: No further issue.
4	Feedbacks: School representatives School admins have good relationship with mill and estate's management. No negative impact of mill and estate operations towards school children, teachers and school surroundings. Positively, company always contributed and attended school programs and activities including student award ceremonies. Audit Team verification and response: No further issue.
5	Feedbacks: Union representative All local and foreign workers are entitled to join union (NUPW) as members with no restrictions and membership fees partially paid by company. Representatives from each estate and mill will be selected by members through voting on tri-annual basis. Selected representatives will be allowed to attend annual nationwide union meeting as official event without need to take annual leave. Audit Team verification and response: No further issue.
6	Feedbacks: Estate and Mill Workers (Local and Foreign) Regular training on company's SOP, policies, safety and health, environmental and social aspects were conducted by operating unit. Employment contract and payslip were provided, and the salaries deposited into workers bank account. Wages are paid according to Minimum Wages Order 2022. PPE is provided at no cost and can be replaced by making a request to the estate management. Foreign workers retain possession of their passports. Workers are aware of the complaint and grievance channels available to them. The management has been very accommodative to the workers in term of welfare. With regards to welfare, housing facilities, water & electricity supply were always maintained in good conditions. There has been no issue with regards to delivering the terms & conditions stipulated in the employment contract so far. Audit Team verification and response: No further issue.
7	Feedbacks: Gender Committee Representatives They informed that no sexual harassment and violence cases reported since the last audit. Female workers understand the function of Gender Committee and aware the complaint mechanism if there are any issues occurred. They were treated equally without any discrimination by the management. They were also informed that they are treated equally and given same opportunity as the male such as promotion as mandore in the estate. Gender committee's member were elected freely. They are happy to work in Jendarata POM Certification Unit as the management always shows concern regarding the workers welfare.

	They also informed no new mother in Jendarata POM Certification Unit. Transporting to school for children provided by the management at zero cost.
	Audit Team verification and response: No further issue.
8	Feedbacks: Guest Workers Representatives (by nationality) They informed that they were elected by the workers freely. There was no issue reported by the workers during the time of audit. If there is any issue, they will discuss with management and action will be taken to resolve the issue. The workers were paid according to Minimum Wage Order 2022. There is no discrimination happened in the operating units as the management treated everyone the same. Overtime was offered voluntarily basis.
	Audit Team verification and response: No further issue.

List of land owner / user contacted

Name	Years of ownership / used	Land area (ha)	Agreement (Yes / No)	Agreement base on FPIC (Yes/No)	Compliance on the agreement terms and conditions
Not Applicable as the estates have undergone 2 nd cycle of replanting. UP acquired all the land from state government					

Previous land owner / user comment


	Feedbacks: N/A
	Audit Team verification and response: N/A

3.5 Impartiality and conflict of interest

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

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The audit objectives have been achieved and the certificate scope is appropriate. Based on the results of this audit, it is concluded that Jendarata Palm Oil Mill and Supply Bases 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 Jendarata Palm Oil Mill and Supply Bases is remain certified.

Report prepared by	Acceptance of Assessment Conclusion
Name: NOR HALIS ABU ZAR	Name: Lee Kian Wei
Company Name: BSI SERVICES MALAYSIA SDN BHD	Company Name: United Plantations Berhad
Title: CLIENT MANAGER	Title: Manager, Sustainability
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: 26/07/2024	Date: 02/08/2024

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Appendix A: Summary of Findings

Criterion / Indicator		Assessment Findings	Compliance
Principle 1: Behave ethically and transparently			
Criterion 1.1: The unit of certification provides adequate information to relevant stakeholders on environmental, social and legal issues relevant to RSPO Criteria, in appropriate languages and forms to allow for effective participation in decision making.			
1.1.1	(C) Documents that are specified in the RSPO P&C are made available to the public. - Critical (Major) compliance -	United Plantations Berhad (UPB) has issued notification signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 11/01/2014, the current policy and documents that can be publicly made available has no changes as follow. 1. Land titles/user rights 2. Occupational health and safety plans 3. Plans and impact assessments relating to environment and social impacts 4. HCV documentations 5. Pollution prevention and reduction plans 6. Details of complaints and grievances 7. Continuous improvement plans 8. Public summary of certification assessment report 9. Human Rights Policy It was verified during the document, company's SOP and Field Management Manuals are identified as confidential documents for	Complied

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		various operations. The contents not disclosed to any third party without authorization by the company.	
1.1.2	Information is provided in appropriate languages and accessible to relevant stakeholders. - Minor compliance -	United Plantations Berhad has issued the current policy and documents that can be publicly made available has no changes as follow. Onsite visit at estates' offices, observed the information are displayed at notice boards in appropriate languages especially in Bahasa and English. Onsite interview with sampled workers and external stakeholders informed they been briefed the policy and publicly available document in 6 different languages as policy, procedure.	Complied
1.1.3	(C) Records of requests for information and responses are maintained. - Critical (Major) compliance -	United Plantations Berhad practices by keeping records of stakeholders' request, grievance and complaint into Stakeholders logbook form. Document review on the form, sighted Jenderata POM, Jenderata Estate, Seri Pelangi Estate and Tanarata Estate maintained the forms and kept in the files.	Complied
1.1.4	(C) Consultation and communication procedures are documented, disclosed, implemented, made available, and explained to all relevant stakeholders by nominated representative. - Critical (Major) compliance -	United Plantations Berhad maintained the current Internal Grievance Redressal Procedure and External Grievance Redressal Procedure as guideline to handle Consultation and Communication. Document review, Jenderata POM, Jenderata Estate, Seri Pelangi Estate and Tanarata Estate maintained the Stakeholders logbook form as platform to channel stakeholders' request, grievance and complaint. The form been distributed to stakeholders" during annual stakeholders' dialogue session. Document review sighted the minutes of Annual Stakeholders Dialogue Session conducted at Dewan Lindquist, Division 3, Jenderata Estate on 24/04/2024 with attendance of stakeholders from different categories. Review on the minutes sighted agenda discuss during the dialogues includes RSPO and MSPO principles,	Complied

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		company policies, complaints/grievances/request procedures, Social Impact evaluation, Environmental impact evaluation, HCV area and question/answer. The meeting attended representative from Jenderata POM, Sg. Pelangi Estate and Tanarata Estate.	
1.1.5	There is a current list of contact and details of stakeholders and their nominated representatives. - Minor compliance -	Reviewed during the audit were the stakeholder lists of all operating units for 2024. The stakeholder lists comprise details of stakeholders such as their names, nominated representatives and contact details. The stakeholders include workers' representatives, local communities, government authorities, neighbouring plantations, contractors and suppliers. Also included were Nepali, Bangladesh, Indian, Indonesian Embassies and/or High Commissions.	Complied
Criterion 1.2: The unit of certification commits to ethical conduct in all business operations and transactions.			
1.2.1	A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - Minor compliance -	<p>Jendarata POM certification unit subscribed to the Company's Code of Conduct and Business Ethics Policy dated 14 December 2019 and signed by the Chief Executive Director. The Policy commits to conducting its operations with honesty, integrity and openness, with respect for human rights and interests of the employees. The Policy also states that the company does not give or receive any bribes or other improper advantages for business or financial gain, and that it has zero tolerance for fraud bribery and corruption.</p> <p>This Policy applies to all dealings by employees, suppliers, consultants, agents and persons associated with UP, and is displayed at notice boards in front of the Mill and Estate offices.</p> <p>Training on the Policy was conducted on 22/03/2024 for Jendarata POM.</p> <p>Reviewed during the audit was a contract dated 5th August 2023 between United Plantations Berhad and a recruitment company PT</p>	Complied

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		Hamparan Karya Insani in Indonesia. Clause 9 of the Agreement stipulates, among others, that both parties would adhere to United Plantations Berhad's policies including its Code of Conduct and Business Ethics (compliance with laws, no corruption, bribery or gratifications, etc).	
1.2.2	A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Minor compliance -	<p>Among the system in place to monitor compliance and implementation of the Company's Code of Conduct and Business Ethics Policy include:</p> <ul style="list-style-type: none"> - Internal audits such as the Human Resource Environment Safety & Health/Sustainability and Registered Office Internal audits; - External audits by independent third parties (KPMG & EY); - Centralization of tender awards at Headquarters; - Risk Committee Assessment - Clause 1 of the Addendum to employment contracts contain a provision which states that all employees are to adhere to the Malaysian Anti-Corruption Commission Act, and a commitment to follow the Company's code of conduct and business ethics; and - Customer satisfaction survey 	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 -	The Mill and Estate under the Certification Unit continues to comply with all verified legal requirements. Compliance to each applicable law and regulation is monitored by the operating units and HQ. The	Complied

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		<p>sampld mill and estates had obtained and renewed license and permits as required by the law. Among others the licenses/permit verified were:</p> <p>Jendarata POM</p> <ol style="list-style-type: none"> 1. MPOB Licence #5081087704000 valid from 01/04/2024 until 31/03/2025 2. DOE Licence #006200 valid until 30/06/2025 3. SPAN Licence #LK/3/22/00646 valid until 14/06/2025 4. Diesel and Petrol Permit #PBKB/2023/P/A-000014 valid until 17/01/2026 5. Weighbridge calibration #D20257544 inspected by De Metrology dated 26/03/2024 6. Weighbridge calibration #D2057543 inspected by De Metrology dated 26/03/2024 7. Competence person #HQ/23/AGTES/00/20142 to Senior Assistant Engineer NRIC 800209-XX-XXXX dated 18/07/2023 8. Competence person #CePSWaM/02020 to Senior Resident Engineer NRIC 770703-XX-XXXX dated 01/11/2028 9. Competence Person #CePPOME/00264 to Senior Assistant Engineer NRIC 710919-XX-XXXX dated 29/06/2021 10. RSPO Trademark Licence #1-0004-04-100-00 valid from 11/03/2024 until 10/03/2026 issued by RSPO dated 12/03/2024 11. Overhead Crane #PMA22562 valid until 21/04/2025 12. Truck Crane #SL PMA 18365 valid until 21/04/2025 	
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		<p>13. Steam Receiver #PK PMT 1982 valid until 06/12/2024</p> <p>Jendarata Estate</p> <ol style="list-style-type: none"> 1. MPOB Licence #5015502000 valid from 01/04/2024 until 31/03/2025 2. SPAN Licence #LK/3/22/00641 valid from 14/07/2022 until 13/07/2025 3. Diesel permit #KPDNPRKCTIN.600-2/26/185 valid from 02/12/2022 until 02/12/2025 4. Air Receiver #PK PMT 9867 valid until 21/09/2024 5. Energy Commission #008007/2023 valid until 15/10/2024 <p>Tanarata Estate</p> <ol style="list-style-type: none"> 1. MPOB Licence #618605002000 valid from 01/08/2024 until 31/07/2025 2. Diesel permit #A004050 valid from 19/08/2021 until 20/08/2024 3. Petrol permit #A004141 valid from 22/04/2022 until 21/04/2025 4. Weighbridge calibration #D234160 inspected by De Metrology dated 14/06/2024. <p>Seri Pelangi Estate</p> <ol style="list-style-type: none"> 1. MPOB Licence #502207202000 valid until 31/07/2024 2. Petrol & Diesel Permit #A004031 valid until 31/12/2024 3. Air Compressor #PK PMT 9858 valid until 11/12/2024 	
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		<p>4. Gun Licence #312607 valid until 17/03/2025</p> <p>5. Weighbridge calibration #B1298732 inspected by De Metrology dated 31/01/2024.</p>	
2.1.2	<p>A documented system for ensuring legal compliance is in place. This system has a means to track changes to the laws and regulations.</p> <p>- Minor compliance -</p>	<p>Management Units continued to implement and maintain their established documented system for identifying, accessing, tracking updates and monitoring compliance with the legal requirements that are applicable to the operation. Each office of the operating unit (mill and estate) has its own legal requirements register (LRR) and was being evaluated individually from time to time for compliance mainly through internal audit. Among the applicable legal laws registered are EQA, OSHA, Factory & Machinery Act, Employment Act, Workers' Minimum Standard of Housing and Amenities Act. Document titled Mechanism for Tracking Changes in Law; revised on 09/07/2024 was available for verification. UP Jendarata Sustainability Unit Team will update the legal register if there is any new regulation or if there is amendment in the legal and will distribute it to each operating unit.</p> <p>There are 3 new laws have been captured in UP Jendarata registered as per below: -</p> <ol style="list-style-type: none"> 1. Environmental Quality (Amendment) Act 2024 2. Occupational Safety and Health (Amendment) Act 2022 <p>The sustainability team then issues the changes to all operating units to update existing records. Then the estate management implements applicable changes in law accordingly. The sustainability team monitors the implementation/updating of information via RSPO, MSPO & ISCC Internal Audits.</p>	Complied

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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>All operating units have established the legal boundary based on the land title that they possess. The boundary has been demarcated with boundary stones, boundary markers, security trenches and security fences. Visit to the mill and respective estate's boundary were verified as per sample as following:</p> <ul style="list-style-type: none"> - Jendarata Estate: Boundary with neighbour estate GPS N 3° 54' 9.79"; E 101° 1' 16.90" - Tanarata Estate: Boundary with neighbour estate GPS N 3° 56' 25. 97"; E 101° 6' 54.78" - Seri Pelangi Estate: Boundary with smallholder farm GPS N 3° 57' 6.62"; E 101° 11' 1.34" 	Complied
Criterion 2.2: All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements.			
2.2.1	<p>A list of contracted parties is maintained.</p> <p>- Minor compliance -</p>	<p>List of contracted parties is maintained under stakeholder list as per samples for Jendarata POM as following:</p> <p>Documented in Stakeholders List 2024 Jendarata Engineering Department - Service Providers / Contractors / Suppliers; Update: 13/02/2024</p>	Complied
2.2.2	<p>All contracts, including those for FFB supply, contain specific clauses on meeting applicable legal requirements, and this can be demonstrated by the third party.</p> <p>Evidence of legal due diligence of all contracted third parties, recruitment agencies (licensed/ accredited) for migrant workers, service providers and labour contractors, is available.</p> <p>- Minor compliance -</p>	<p>No external FFB purchase by Jendarata POM. All contracts (short and long term), contain specific clauses on meeting applicable legal requirements were spelled out in the contract. The term contract of work verified in sampled contractors' agreements as following:</p> <ul style="list-style-type: none"> - Contractor: Excellent Insight Sdn. Bhd.; Contract: Transport CPO from Jendarata POM to destinations as stipulated other than Unitata; Agreement date: 01/01/2024 	Complied

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		- Contractor: Sri Naresh Agency; Contract: Transport CPO from Jendarata POM to destinations as stipulated other than Unitata; Agreement date: 01/01/2024	
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>No external FFB purchase by Jendarata POM as per above sample contractors' contracts specifying the following:</p> <ul style="list-style-type: none"> - The contractor shall adhere to all applicable laws and regulations including Environmental Quality Act, Occupational Safety and Health Act, Employment Act etc. (clause 10) - The contractor shall adhere to the attached UP's Company Policies as required under RSPO & MSPO certifications as following: Human Rights Policy, Environment and Biodiversity Policy, Occupational Safety and Health Policy, Gender Policy, Whistleblowers Policy, Code of Conduct and Business Ethics (clause 11) <p>Sighted contractors' workers' pay documents including work agreement and payslips asp per sample as following:</p> <ul style="list-style-type: none"> - Contractor: Sakhty Transport Sdn. Bhd.; Employee ID: # xx-xx09 - Contractor: Excellent Insight Sdn. Bhd.; Employee ID # xx-xx61 - Contractor: Sri Naresh Agency; Employee ID #xx-xx11 	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 	<p>Jendarata POM only received FFB from own supply bases which are Jendarata Estate, Seri Pelangi Estate and Tanarata Estate and also certified FFB from estates under United Plantations Berhad e.g. Lima Blas Estate. As per verification on UP Jendarata POM FFB Source was only from UP plantation cause the mill is under IP. As</p>	Complied

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	<ul style="list-style-type: none"> 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>	per verification all record of such as geo location, ownership record, MPOB license is available as per document review.	
2.3.2	<p>For all indirectly sourced FFB, the unit of certification obtains from the collection centres, agents or other intermediaries, the evidence as listed in Indicator2.3.1.</p> <p>- Minor compliance -</p>	Jendarata POM only received FFB from own supply bases which are Jendarata Estate, Seri Pelangi Estate and Tanarata Estate and also certified FFB from estates under United Plantations Berhad e.g. Lima Blas Estate. No indirectly sourced FFB as Jendarata POM is under Identity Preserved module.	Complied
Principle 3: Optimise productivity, efficiency, positive impacts and resilience			
Criterion 3.1: There is an implemented management plan that aims to achieve long-term economic and financial viability.			
3.1.1	<p>(C) A business or management plan (minimum three years) is documented that includes, where applicable, a jointly developed business case for Scheme Smallholders.</p> <p>- Critical (Major) compliance -</p>	<p>Jendarata Palm Oil Mill has established the business management plan that include the following details:</p> <ol style="list-style-type: none"> 1. FFB receive projection from the supply base estates 2. Oil Extraction Rate (OER) 3. Kernel Extraction Rate (KER) 4. Operation Cost 5. Capital Expenditures 6. General Charges <p>There are no scheme smallholders at the site, thus there is no joint developed business plan between the mill and the scheme smallholders.</p>	Complied

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		Jendarata Estate, Seri Pelangi Estate and Tanarata Estate has established the business management plan that include the following details: 1. FFB projection from each block 2. Income and expenditure 3. Sundry Revenue 4. Operation Cost 5. Capital Expenditures 6. General Charges 7. Hectarage Statement																									
3.1.2	An annual replanting programme projected for a minimum of five years with yearly review, is available. - Minor compliance -	<div>The estates has established the replanting plan. The plan is as the following:<table><tr><td>Estate</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2024</td></tr><tr><td>Jendarata</td><td>459.07</td><td>127.40</td><td>226.20</td><td>79.30</td><td>299.20</td></tr><tr><td>Tanarata</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td><td>0.00</td></tr><tr><td>Seri Pelangi</td><td>173.00</td><td>108.00</td><td>55.00</td><td>161.00</td><td>0.00</td></tr></table></div> <div>There is no replanting program at Tanarata Estate.</div>	Estate	2024	2025	2026	2027	2024	Jendarata	459.07	127.40	226.20	79.30	299.20	Tanarata	0.00	0.00	0.00	0.00	0.00	Seri Pelangi	173.00	108.00	55.00	161.00	0.00	Complied
Estate	2024	2025	2026	2027	2024																						
Jendarata	459.07	127.40	226.20	79.30	299.20																						
Tanarata	0.00	0.00	0.00	0.00	0.00																						
Seri Pelangi	173.00	108.00	55.00	161.00	0.00																						
3.1.3	The unit of certification holds management reviews at planned intervals appropriate to the scale and nature of the activities undertake. - Minor compliance -	Management Review is done annually and was last conducted on site basis.	Complied																								

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		<p>Based on the minutes of meeting, the following agendas were adequately recorded:</p> <ol style="list-style-type: none"> 1. Applicable Law and Regulations – Tracking of Laws 2. Business Plan (Annual Budget) 3. Environment Impact Assessment (EIA) 4. Fossil Energy Used & Renewable Energy 5. Schedule Waste Management 6. Social Impact Assessment (SIA) 7. Stakeholder communication 8. Internal Audit findings (RSPO & MSPO) 9. External Audit (RSPO & MSPO) 10. Customer feedback 11. Process Performance and product conformity 12. Status of correction and corrective action 13. Follow up actions from previous management review 14. Changes that could affect the management system 15. Recommendation for improvement <p>Refer minutes meeting dated: Jendarata POM: 23/05/2024 Jendarata Estate: 27/05/2024 Tanarata Estate: 29/05/2024</p>	
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		Seri Pelangi Estate: 28/05/2024	
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>Continuous improvement plan for environmental and social outlined for mill and all estates from year to year. There were new housing complexes constructed and completed in Tanarata Estate since the bought over from previous owner. Jendarata POM implemented its continuous improvement plan for mill process upgrading as following:</p> <ul style="list-style-type: none"> - Installation and operation of biogas plant & engine (2 x 1.2 MW) commissioned date: 01/03/2023 - Installation and operation of 2 units of GS P-25 Stainless Steel Screw Press commissioned date: 23/08/2023 <p>Generally, continuous improvements covering the following:</p> <ul style="list-style-type: none"> - Reduction in chemicals: insecticides, fungicides & herbicides A.I (kg/ha) - Substitution of Monocrotophos to Acephate - IPM expansion - Domestic water quality monitoring - Discharged water quality monitoring - Dust emission (boiler) improvement - Methane gas capture expansion - POME application to fields expansion 	Complied

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		<ul style="list-style-type: none"> - Decanter cake application expansion - Biogas to grid project - Screen trap for all compound drains - Biodiversity conservation - local fruit & jungle trees planting 	
3.2.2	<p>As part of the monitoring and continuous improvement process, annual reports are submitted to the RSPO Secretariat using the [RSPO metrics template].</p> <p>PROCEDURAL NOTE:</p> <p>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 metrics template submitted was verified its data to be consistent and reflective of raw data sources for Jendarata POM certification units. Based on verification through various documents such as land titles, JKPP report, employees register, computer software recording system, to name a few, the data reported in the metrics template was found to be accurate.</p>	Complied
Criterion 3.3: Operating procedures are Appropriately documented, consistently implemented and monitored.			
3.3.1	<p>(C) Standard Operating Procedures (SOPs) for the unit of certification are in place.</p> <p>- Critical (Major) compliance -</p>	<p>Standard Operating Procedures (SOPs) for the estate and mill has been established. In United Plantations Berhad, SOPs for plantation were documented in:</p> <ol style="list-style-type: none"> 1. Field Management Manual 2. Standard Operating Procedure Engineering department 3. Standard working Procedure (S.O.P) 4. OSH Manual 	Complied

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		<p>For the palm oil mill, Standard Operating Procedure Engineering department were adapted as guidance for mill operations. The SOPs contains:</p> <ol style="list-style-type: none">1. Reception2. Fruit handling3. Sterilization4. Threshing5. Empty bunch pressing6. Digestion and pressing7. Clarification8. Kernel extraction9. Boiler house10. Engine room11. Raw water plant12. Effluent treatment and waste management13. Laboratory14. Store system15. Workshop/maintenance/safety16. Office procedure17. Biogas plant18. Traceability19. Internal audit	
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		<p>20. Recruitment of guest workers</p> <p>21. Supply chain</p> <p>United Plantation has updated the SOPs as follows:</p> <p>Standard Operating Procedures [MSPO Supply Chain Model: Segregation] [RSPO Supply Chain Module D – CPO Mills: Identity Preserved] Revision No.: 10, Dated 01/10/2022.</p>	
3.3.2	<p>A mechanism to check consistent implementation of procedures is in place.</p> <p>- Minor Compliance -</p>	<p>A mechanism on checking the consistency of estate and mill implementation of their procedures were in place. The mechanism to check consistent implementation of procedures is through internal audit by HRSS Department. Non-compliances recorded with regards to P&C indicators have been closed effectively. Among the mechanisms such as Mill and Estate Advisory Visit, Agronomist Visit and Internal Audit. Mill and estate have implemented Good Milling Practice (GMP) and Good Agriculture Practices (GAP) as per their own SOP's and applicable Legal and Other Requirement.</p> <p>The mechanism of checking the consistent implementation was mainly carried out through mill supervision by mill supervisor, executive and managers. The monitoring reports was available in the mill and estate for review.</p> <p>Mechanism to check consistent implementation of procedures was available for verification.</p> <p>There is no mechanism to check consistencies and implementation of procedures related to Safe Operating procedure: HIRARC (Hazard Identification, Risk Assessment, and Risk Control) and CHRA (Chemical Health Risk Assessment).</p> <p>Jendarata POM:</p>	Non-compliance

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		<p>During a site visit at the Ramp Area, it was observed that two FFB Contractor Lorry drivers (Vehicle No: JTN7682 & JTX4595) were not wearing safety helmets within the mill premises. An interview with the drivers revealed they did not bring their safety helmets. While the drivers were removing the canvas, 2-3 bunches fell off. Further investigation at the Security Post at the Mill Entrance revealed no evidence of a mechanism in place to check the implementation of SOP as per Safe Operating Procedure: Incoming FFB Procedures and HIRARC dated 02/01/2024.</p> <p>Additionally, during an inspection at the workshop store, it was found that three bottles of lubricants were stored in containers without proper labels:</p> <ul style="list-style-type: none"> • Lubricant in a dishwasher container (1 unit) • Lubricant in a container with a petrol label (1 unit) • Lubricant in a container without a label (1 unit) <p>Interviews and document checks confirmed there is no mechanism to ensure compliance with the Safe Operating Procedure: Chemical Handling and CHRA Assessment dated 29/05/2023, as per OSHA (USECHH Regulation 20 & 21).</p> <p>Jendarata Estate:</p> <p>During a site visit at the tractor parking bay, it was found that lubricant was stored in a drinking bottle. Interviews and document checks confirmed there is no mechanism to ensure compliance with the Safe Operating Procedure: Chemical Handling and CHRA Assessment dated 29/05/2023, as per OSHA (USECHH Regulation 20 & 21).</p> <p>Seri Pelangi Estate</p>	
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		<p>Site visit at Workshop found foreman not using appropriate PPE for cutting operating. The PPE was available there however the foreman claim just to do minor work so that he don't wear it. Based on interview with management, there is no mechanism to ensure the PPE usage at workshop as per Safe Operating Procedure : Workshop and HIRARC dated 01/01/2023 Gas Cutting.</p> <p>Thus, Minor NC was raised.</p>	
3.3.3	<p>Records of monitoring and any actions taken are maintained and available.</p> <p>- Minor Compliance -</p>	<p>The operating units maintain all the records of monitoring and actions taken for all issues raised during the visit. Reviewed the monitoring records as follows:</p> <p>Jendarata POM</p> <ol style="list-style-type: none"> 1. Internal audit report dated 22/02/2024. 2. Director Visit (EXCOM) dated 26/04/2024. <p>Jendarata Estate</p> <ol style="list-style-type: none"> 1. Internal Audit dated 07/03/2024. <p>Tanarata Estate</p> <ol style="list-style-type: none"> 1. Internal Audit dated 29/02/2024. 2. Director Visit (EXCOM) dated 06/05/2024. <p>Seri Pelangi Estate</p> <ol style="list-style-type: none"> 1. Internal Audit dated 23/05/2024. 2. Director Visit (EXCOM) dated 24/06/2024. 	Complied
<p>Criterion 3.4: A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations.</p>			

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3.4.1	<p>(C) In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders and including the impacts of any smallholder/out-grower scheme, is documented.</p> <p>- Critical (Major) compliance -</p>	<p>The latest Social and Environmental Impact Assessment (SEIA) for Internal Stakeholder which carried out on 18/5/2024 on 16 respondents which were randomly picked from the employees in Jendarata Engineering Department. The purpose of this study is to measure and to understand both positive and negative social impacts of the estate operations towards the workplace. The social impact study will be reviewed annually during management review. The graphical representation based on workers categories: gender : 19% female and 81% male, nationality 25% Indian, 19% Indonesia, 19% Bangladeshi 37% Malaysian. A total 16 sets questionnaires which are divided into:</p> <p>i) Housing and Amenities</p> <p>Positive impact – utilities provided, management response towards housing and amenities issue, road conditions, awareness on road maintenance</p> <p>ii) Occupational Safety and Health</p> <p>Positive impact – PPE, work safety, equipment provided, medical facilitated, awareness on SOCSO, C19 preventive</p> <p>iii) Environmental Pollution</p> <p>Negative impact – pollution caused by operations, effect of sound from operation, domestic waste collection and disposal, quality of waterways, smells and strong odors from operations, environmental impact, awareness on management climate change initiatives,</p> <p>iv) Religious and Educational Amenities</p> <p>Positive impact – religious amenities, school going children</p> <p>v) Code of conduct</p>	Complied
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		<p>Positive impact – awareness on compliance to the Malaysian anti corruption MACC Act</p> <p>vi) Other</p> <p>Positive impact – awareness on company sustainability policies.</p> <p>Latest Social and Environment Impact Assessment (SEIA) for External Stakeholders – a survey and study has been carried out on 24/4/2024 on 6 respondents who responded to the questionnaire provided by UPB. The purpose of this study is to measure and to understand both positive and negative social impacts of the estate operations towards the surrounding stakeholders. The graphical representation based on respondents categories : gender : 22% female and 78% male, Stakeholder: NGO 11%, Gov Agencies 56% and contractor/supplier 33%. A total 6 sets questionnaires which are divided into :</p> <p>i) Preventive measures for C19</p> <p>Positive impact – suggestions/requests/ complaints based on UP's operations</p> <p>ii) Environmental pollution</p> <p>Positive & negative impact – environmental impacts caused by Estate and Mill operations</p> <p>iii) Religious and educations</p> <p>iv) Code of conduct</p> <p>v) Human rights</p> <p>Positive impact – awareness on management initiatives on human rights</p>	
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		<p>There is no new planting and new operations in all estates within Jendarata POM certification unit. Latest consultation meeting conducted on 24/04/2024 as per minutes of meeting records United Plantations Berhad Downriver Business Unit Annual Stakeholders Dialogue Session; Community Hall, Division 3, Jendarata Estate.</p> <p>Latest assessment was conducted in Tanarata Estate as per Report on Environmental Impact Assessment for Tanarata Estate, United Plantations Berhad, Teluk Intan, Perak; Prepared by: Sabarinah & Associates Sdn. Bhd.; February 2022</p> <p>Potential impacts identified and evaluated based on relevant phases of general oil palm plantation as below:</p> <ul style="list-style-type: none"> - Replanting phase - Operation phase - Rehabilitation phase - Upgrading of infrastructure phase <p>In general, the assessment also cover the following:</p> <ul style="list-style-type: none"> - For estates, environmental aspect and impact assessment covering all operational activities of Nursery, Replanting, Weeding, Pruning, Circle Sanitation, EFB Mulching, Water Management, Road, Paths, Railways, Boundary, P&D Management, Manuring, Harvesting, Mill Drain Connecting to Estate, Composting Pit and Linesite Water Discharge. - For mill, environmental aspect and impact assessment covering all operational activities of Sterilizer, Weighbridge/FFB Reception, Crane/Stripping Station, Kernel Station, Boiler House, Engine Room/Powerhouse, Effluent Treatment Plant, Waste Management, Laboratory, Raw Water Treatment Plant, 	
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		Workshop/Maintenance/Safety, Biogas Plant and Construction of Housing and other related facilities.	
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>All inputs and feedback received were used for the establishment of SIA management plan. The latest SEIA review was done on 18/5/2024 (internal) and 24/04/2024 (external). Evaluation criteria will be based on risk matrix established and categorized by hierarchy (Critical > High > Medium > Low > Negligible).</p> <p>Management plan has been developed based on the outcome of the meeting conducted and documented in the same document with Social Impact assessment. The management take consideration on all issues raised and current action plan that has been established.</p> <p>Latest external stakeholder meeting was conducted on 24/04/2024 in Community Hall, Division 3, Jendarata Estate.</p> <p>Based on the Environmental Risk Assessment – Evaluation Criteria Chart and Life Cycle Assessment of Palm Oil at United Plantations Berhad 2024 results for 2004-2023 and based on feedback from internal and external stakeholders as well as environmental performance of estates and mill.</p>	Complied
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>For existing operation, the social management plans were developed and updated annually by the estate and mill under Jendarata POM certification unit. The management plan developed consists of issues, social impact, impact, action plan, target date of completion, person in charge and status as reported under 3.4.1.</p> <p>The social and environmental management and monitoring plan is implemented, reviewed and updated regularly based on internal procedure. Latest revision of management plan is on 01/01/2024.</p>	Complied

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		As part of the environmental management and monitoring plan implementation, Jendarata POM conducted an Environmental 3 rd Party Audit as per Report Ref. # DPKR/0324/6364; Audit date: 20/03/2024; Report date: 03/04/2024 by DPKR Consults Services. This is also in-line with the DOE license requirements.	
Criterion 3.5: A system for managing human resources is in place.			
3.5.1	Employment procedures for recruitment, selection, hiring, promotion, retirement and termination are documented and made available to the workers and their representatives where applicable. - Minor Compliance -	The Company has an SOP for recruitment of local executives and non-executives. The SOP specifies that recruitment, selection and hiring process involves vetting and interviews, and must be medically fit. Promotions are at the sole discretion of the Company. Retirement age is fixed at 60 and termination of employment can be given mutually subject to the terms of the employment contract and Employment Act 1955. For foreign workers, or guest workers, the SOP for recruitment, local (dated 1/05/2024) hiring involves interview, selection based on age, qualification, and agricultural experience. Retirement and termination were as per Employment Act 1955 and employment contracts.	Complied
3.5.2	Employment procedures are implemented, and records are maintained. - Minor Compliance -	Based on the personal files sighted for local and foreign workers, the employment procedures are being implemented and all records such as job application forms, medical records and employment contract for the new joiner in 2024.	Complied
Criterion 3.6: An occupational health and safety (H&S) plan is documented, effectively communicated and implemented.			
3.6.1	(C) All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented.	Management Units have conducted risk assessments for all the operations and documented in the Hazard Identification, Risk Assessment, and Risk Control (HIRARC). The HIRARC was covered	Complied

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	<p>- Critical (Major) compliance -</p>	<p>for all activities included motorized FFB cutter since 2018 and locomotive driver. Risk was identified and assessed in accordance with the established HIRARC an also incompliance to legal requirements as stated below.</p> <p><u>Jendarata POM</u></p> <ol style="list-style-type: none"> 1. HIRARC was available to address all the risks and hazards associated to the operations in the estate. The HIRARC was reviewed on 02/01/2024. Sample check on HIRARC Water Pump, Boiler, Cage handling and Threshing Station. 2. Chemical Health Risk Assessment was conducted in the mill in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000. CHRA Report Reference Number: HQ/13/ASS/00/316-20223/081; CHRA Assessor: Chemviro Enterprise; Date of Assessment: 29/05/2023. 3. Medical Surveillance Programme has been performed successfully for the year 2024 for the mill workers exposed to hazardous chemicals and fumes. A total of 11 workers have been examined on 14/05/2024 at Klinik Lagenda. The results indicated the workers was declared fit to work. 4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health Act (Noise Regulations) 2019. Noise Risk Assessment (NRA) has been conducted by CSK Murni Services Sdn Bhd on 17&19/04/2023. NRA Report (Report Number: HQ/22/PEB/00/00070/2023/014) available for verification. The recommendation stated by the assessor have been affectively addressed as verified. 5. An audiometric testing was done on 13/05/2024 for 98 mill employees deemed to be exposed to excessive noise in the mill. 	
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		<p>The test was conducted by Ansonex Resources Group. The report indicated that all workers got Normal Audiometric Results.</p> <p>6. LEV Monitoring has been conducted on 14/06/2024 by Chemviro Enterprise. Refer report reference number #HQ/18/JHII/00/00014-2024/028.</p> <p>7. Workplace Inspection has been conducted on monthly basis. Latest record sighted on 21/06/2024.</p> <p><u>Jendarata Estate</u></p> <p>1. HIRARC was available to address all risk and hazards associated to the operations in the estates. Verified the HIRARC for Harvesting, Spraying, Workshop and Office Operations. Verification done on the documentations and operations indicated that all the risk controls were adhered to. Last review conducted on 01/01/2023.</p> <p>2. Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate. The Chemical Health Risk Assessment Report (Ref. Number: CHRA/1019/014/UP conducted by Chemviro Enterprise on 20/10/2019 was available for verification.</p> <p>3. Medical Surveillance were conducted in the estate based on the recommendation of the CHRA for workers exposed to hazardous chemicals. Results of annual medical surveillance were available in the estates for verification as follows.</p> <p>The medical surveillance programme for the year 2024 has been performed on 28/05/2024 at Klinik Lagenda for 40</p>	
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		<p>workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.</p> <p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health Act (Noise Regulations) 2019. The NRA Report were available for verification at all the sampled sites. The recommendation stated by the assessor have been affectively addressed as verified.</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The assessment was conducted on 20/08/2020 by AEQ Safety Respond And Engineering. The assessment report (Ref. No: UBJE2020-19.8) was available for verification.</p> <p>5. Audiometric Testing was done in the estates based on the recommendation provided in the Noise Risk Assessment in compliance with OSHA 1994 – OSH (NOISE Exposure) Regulations 2019. Assessment was conducted on 18-19/05/2024 & 19/06/2024 by Ansonex Resources Group. It was done on for 91 workers deemed to be exposed to excessive noise in the estate. The results indicated that 0 employees were found to have abnormal audiometry results.</p> <p><u>Tanarata Estate</u></p> <p>1. HIRARC was available to address all risk and hazards associated to the operations in the estates. Verified the HIRARC for Harvesting, Bagworm Treatment, Store. Verification done on the documentations and operations indicated that all the risk controls were adhered to. Last review conducted on 01/01/2023.</p>	
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		<ol style="list-style-type: none">2. Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate. The Chemical Health Risk Assessment Report (Ref. Number: HQ/13/ASS/00/316-2024/111 conducted by Chemviro Enterprise on 01/06/2024 was available for verification.3. Medical Surveillance were conducted in the estate based on the recommendation of the CHRA for workers exposed to hazardous chemicals. Results of annual medical surveillance were available in the estates for verification as follows. The medical surveillance programme for the year 2024 has been performed on 20/06/2024 at Klinik Surgeri Lee for 31 workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health Act (Noise Regulations) 2019. The NRA Report were available for verification at all the sampled sites. The recommendation stated by the assessor have been affectively addressed as verified. Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The assessment was conducted on 25/08/2020 by AEQ Safety Respond And Engineering. The assessment report (Ref. No: UBTE2020-8.9) was available for verification.5. Audiometric Testing was done in the estates based on the recommendation provided in the Noise Risk Assessment in	
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		<p>compliance with OSHA 1994 – OSH (NOISE Exposure) Regulations 2019. Assessment was conducted on 18-07/06/2024 by Ansonex Resources Group. It was done on for 105 workers deemed to be exposed to excessive noise in the estate. The results indicated that 0 employees were found to have abnormal audiometry results.</p> <p><u>Seri Pelangi Estate</u></p> <ol style="list-style-type: none"> 1. HIRARC was available to address all risk and hazards associated to the operations in the estates. Verified the HIRARC for Workshop, Mechanized harvesting. Verification done on the documentations and operations indicated that all the risk controls were adhered to. Last review conducted on 01/01/2023. 2. Chemical Health Risk Assessment was conducted in compliance to the OSHA Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health (USECHH) Regulations 2000 to assess the risks associated to hazardous chemicals used in the estate. The Chemical Health Risk Assessment Report (Ref. Number: HQ/13/ASS/00/316-2024/117 conducted by Chemviro Enterprise on 25/06/2024 was available for verification. 3. Medical Surveillance were conducted in the estate based on the recommendation of the CHRA for workers exposed to hazardous chemicals. Results of annual medical surveillance were available in the estates for verification as follows. <p>The medical surveillance programme for the year 2024 has been performed on 22/03/2024 at Klinik Surgeri Lee for 19 workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.</p>	
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		<p>4. Noise Risk Assessment was conducted in compliance with Occupational Safety and Health Act (Noise Regulations) 2019. The NRA Report were available for verification at all the sampled sites. The recommendation stated by the assessor have been affectively addressed as verified.</p> <p>Noise Risk Assessment Report (NRA) was conducted in compliance to Occupational Safety & Health (Noise Exposure) Regulations 2019 in the estates. The assessment was conducted on 10/07/2020 by AEQ Safety Respond And Engineering. The assessment report (Ref. No: UBTE2020-8.9) was available for verification.</p> <p>6. Audiometric Testing was done in the estates based on the recommendation provided in the Noise Risk Assessment in compliance with OSHA 1994 – OSH (NOISE Exposure) Regulations 2019. Assessment was conducted on 18-02/12/2024 by Ansonex Resources Group. It was done on for 27 workers deemed to be exposed to excessive noise in the estate. The results indicated that 0 employees were found to have abnormal audiometry results.</p>	
3.6.2	<p>(C) The effectiveness of the H&S plan to address health and safety risks to people is monitored.</p> <p>- Critical (Major) compliance -</p>	<p>Annual Health and Safety Plan available for the estate and mill are mostly implemented through Annual Training Program 2024 and monitored via inspections to address the identified health and safety risks. The emphasis is on safe work by providing,</p> <ul style="list-style-type: none"> ▪ Knowledge and skills needed to do their work safely and avoid creating hazards that could place themselves or others at risk. ▪ Awareness and understanding of workplace hazards and how to identify, report, and control them. ▪ Specialized training when their work involves unique hazards. 	Complied

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		<p>Besides formal classroom training, other means include on-the-job training and worksite demonstrations to effectively convey safety concepts, ensuring understanding of hazards and their controls, and promoting good work practices.</p> <p>The safety performance of each Operating Unit is monitored via:</p> <ul style="list-style-type: none"> • Internal Audit conducted by the HRSS Department. • Monthly Work Site Inspection (WSI) by site OSH Committee. • Direct involvement of supervisor and rounds by Manager and Asst Manager. • Safety incidents reporting. • Health / medical surveillance. • Chemical exposure monitoring, and • Audiometric Monitoring • Daily Monitoring Checklist such as PPE Checklist <p>- The results of monitoring are discussed at meetings and informed to employees, and where applicable, appropriate corrective actions are taken.</p>	
Criterion 3.7: All staff, workers, Scheme Smallholders, out-growers, and contract workers are appropriately trained.			
3.7.1	(C) A documented programme that provides training is in place, which is accessible to all staff, workers, Scheme Smallholders and out-growers, taking into account gender-specific needs, and which covers applicable aspects of the RSPOP&C, in a form they understand, and which includes assessments of training.	<p>The operating units visited has conducted training need analysis for all employee, management, and contractors. The need analysis was conducted based on the job designation and training required by the job type.</p> <p>Trainings was identified for management, employee and contractors and programmed throughout FY 2024. The training</p>	Complied

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	<p>- Critical (Major) compliance -</p>	<p>identified covers the safety and health, environmental and social aspect.</p> <p>Means implemented by Mill and Estate certification units were to assess understanding of participants include:</p> <ul style="list-style-type: none">• Participants completing post-training evaluation/feedback form and give suggestions.• Knowledge acquisition and behavioural application rated by immediate supervisor at workplace post training attended. <p>Random interviews with workers showed that they understood what RSPO is, the several subsidiaries' policies, what does their work/job SOP states and the consequences if deviated, the need to put on PPE and demonstrate donning PPE and when it should be changed, the use of fire extinguishers, understanding workplace hazards, risks and needed control measures,. etc. Documented training programmes established as UP Jendarata Sustainability and OSH Training Programme 2024 covering all estate and mill employees including external stakeholders.</p>	
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3.7.2	Records of training are maintained. - Minor Compliance -	<div>The operating units maintained the training records conducted. Reviewed the training records as follows:</div> <div><u>Jendarata POM</u></div> <table><tr><th>Training</th><th>Date</th></tr><tr><td>Hearing Conservation Training</td><td>13/06/2024</td></tr><tr><td>Chemical Handling Training</td><td>20/06/2024</td></tr><tr><td>CPR Training</td><td>05/06/2024</td></tr><tr><td>Chemical & Oil Spillage Training</td><td>15/05/2024</td></tr><tr><td>First Aid Box Training</td><td>14/05/2024</td></tr><tr><td>Ergonomic Manual Handling Training</td><td>30/04/2024</td></tr><tr><td>SDS Training</td><td>16/04/2024</td></tr><tr><td>SOP & HIRARC Training</td><td>25/03/2024</td></tr><tr><td>Fire Drill Training</td><td>01/03/2024</td></tr><tr><td>PPE Training</td><td>20/02/2024</td></tr></table> <div><u>Jendarata Estate</u></div> <table><tr><th>Training</th><th>Date</th></tr><tr><td>HIRARC Training</td><td>10/06/2024</td></tr><tr><td>Chemical Handling & Spillage Management</td><td>20/06/2024</td></tr></table>	Training	Date	Hearing Conservation Training	13/06/2024	Chemical Handling Training	20/06/2024	CPR Training	05/06/2024	Chemical & Oil Spillage Training	15/05/2024	First Aid Box Training	14/05/2024	Ergonomic Manual Handling Training	30/04/2024	SDS Training	16/04/2024	SOP & HIRARC Training	25/03/2024	Fire Drill Training	01/03/2024	PPE Training	20/02/2024	Training	Date	HIRARC Training	10/06/2024	Chemical Handling & Spillage Management	20/06/2024	Complied
Training	Date																														
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Chemical & Oil Spillage Training	15/05/2024																														
First Aid Box Training	14/05/2024																														
Ergonomic Manual Handling Training	30/04/2024																														
SDS Training	16/04/2024																														
SOP & HIRARC Training	25/03/2024																														
Fire Drill Training	01/03/2024																														
PPE Training	20/02/2024																														
Training	Date																														
HIRARC Training	10/06/2024																														
Chemical Handling & Spillage Management	20/06/2024																														

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		CPR Training	05/06/2024	
		Fire Drill & Emergency Training	28/05/2024	
		IPM Training	25/05/2024	
		Schedule Waste Management	07/03/2024	
		Tractor Training	07/05/2024	
		Locomotive Training	26/02/2024	
		PPE Training	12/02/2024	
		Manuring Training	28/01/2024	
		<u>Tanarata Estate</u>		
		Training	Date	
		HIRARC Training	18/01/2024	
		Safe Harvesting Training	10/01/2024	
		IPM Training	28/02/2024	
		First Aid Training	20/05/2024	
		Chemical Handling	29/05/2024	
		ERP Training	22/05/2024	
		Workshop Training	29/05/2024	
		PPE Training	08/05/2024	

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		<div>Seri Pelangi Estate<table><tr><th>Training</th><th>Date</th></tr><tr><td>Grabber FFB Loading Training</td><td>02/07/2024</td></tr><tr><td>Chemical Handling</td><td>20/06/2024</td></tr><tr><td>Ergonomic Manual Handling Training</td><td>20/04/2024</td></tr><tr><td>Forklift Operator Training</td><td>25/02/2024</td></tr><tr><td>Workshop Safety</td><td>07/05/2024</td></tr><tr><td>Safety Briefing for tall Palm Harvester</td><td>07/05/2024</td></tr><tr><td>HIRARC Training Ablation</td><td>05/05/2024</td></tr><tr><td>First Aid Training</td><td>04/04/2024</td></tr><tr><td>ERP Training</td><td>14/12/2023</td></tr></table></div>	Training	Date	Grabber FFB Loading Training	02/07/2024	Chemical Handling	20/06/2024	Ergonomic Manual Handling Training	20/04/2024	Forklift Operator Training	25/02/2024	Workshop Safety	07/05/2024	Safety Briefing for tall Palm Harvester	07/05/2024	HIRARC Training Ablation	05/05/2024	First Aid Training	04/04/2024	ERP Training	14/12/2023	
Training	Date																						
Grabber FFB Loading Training	02/07/2024																						
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First Aid Training	04/04/2024																						
ERP Training	14/12/2023																						
3.7.3	<p>Appropriate training is provided for personnel carrying out the tasks critical to the effective implementation of the Supply Chain Certification Standard (SCCS). Training is specific and relevant to the task(s) performed.</p> <p>- Minor Compliance -</p>	<p>The mill has designated personnel involved in supply chain certification and established a committee, as per the appointment letter signed by the Mill Manager. The identified personnel and committee members include Assistant Managers, Weighbridge Clerks, Operation Supervisors, Laboratory Analysts, FFB Graders, and Auxiliary Police.</p> <p>To ensure understanding and awareness of the supply chain certification system among all workers, the management conducted training sessions. The reviewed training dated 23/05/2024.</p>	Complied																				

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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.	The mill received and processed only certified FFB from own company group. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.	Complied
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.	Not applicable. Jendarata Business Unit is under IP module	Not Applicable
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 Table 10 of this public summary report.	Complied

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	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.	<div>The mill has met all registration and reporting requirements for the appropriate supply chain through the RSPO supply chain managing organization, PalmTrace. The registration of PalmTrace will be carried out by the Marketing Department in HQ. Company has registered in PalmTrace system as follows:</div> <table><tr><td>Member name</td><td>United Plantations Berhad Jendarata Palm Oil Mill</td></tr><tr><td>PalmTrace Member ID</td><td>RSPO_PO1000000238</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>License Status</td><td>Active</td></tr><tr><td>Supply Chain Model</td><td>Identity Preserved</td></tr></table>	Member name	United Plantations Berhad Jendarata Palm Oil Mill	PalmTrace Member ID	RSPO_PO1000000238	RSPO Membership Number	1-0004-04-000-00	License Status	Active	Supply Chain Model	Identity Preserved	Complied
Member name	United Plantations Berhad Jendarata Palm Oil Mill												
PalmTrace Member ID	RSPO_PO1000000238												
RSPO Membership Number	1-0004-04-000-00												
License Status	Active												
Supply Chain Model	Identity Preserved												
3.8.5	<div>Documented procedures</div> <div>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:</div> <div><div>a)</div><div>Complete and up to date procedures covering the implementation of all the elements of the supply chain model requirements.</div></div> <div><div>b)</div><div>Complete and up to date records and reports that demonstrate compliance with the supply chain model requirements (including training records).</div></div> <div><div>c)</div><div>Identification of the role of the person having overall responsibility for and authority over the implementation of these requirements and</div></div>	<div>Jendarata POM has established procedure on supply chain. Refer SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022. The procedure element consists of:</div> <div><div>1.</div><div>1.0 – RSPO Supply Chain Model Module D – CPO Mills: Identity Preserved</div></div> <div><div>2.</div><div>2.0 Definition RSPO SCCS</div></div> <div><div>3.</div><div>3.0 General chain of custody requirements for the supply chain</div></div> <div><div>4.</div><div>4.0 Objectives</div></div> <div><div>5.</div><div>5.0 Sustainability Policy</div></div> <div><div>6.</div><div>6.0 Management Representative</div></div>	Complied										

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	<p>compliance with all applicable requirements. This person shall be able to demonstrate awareness of the mill's procedures for the implementation of this standard.</p> <p>d) The mill shall have documented procedures for receiving and processing certified and non-certified FFBs including ensuring no contamination in the IP mill.</p>	<p>7. 7.0 Traceability (Purchasing and good in, Receiving and processing certified FFBs)</p> <p>8. 8.0 Traceability – sales and goods out</p> <p>9. 9.0 Claims and IP Platform</p> <p>10. 10.0 Registration of Transaction (RSPO Certified products)</p> <p>11. 11.0 Declassifying/ downgrading of Certified Sustainable CPO/PK (IP)</p> <p>12. 12.0 Processing (RSPO)</p> <p>13. 13.0 Procedure for handling of non-conforming palm oil products and/or documents.</p> <p>14. 14.0 Grievances / Complaints</p> <p>15. 15.0 Internal Audit</p> <p>16. 16.0 Record Keeping</p> <p>17. 17.0 Competency and Training</p> <p>18. 18.0 Management Review</p> <p>All the procedures have implemented accordingly. The management appoint Ir. Renganathan A/L Velayutham dated 01/09/2023 as officer in-charge overall responsibility for and authority over the implementation of these requirements and compliance with all applicable requirements.</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>The procedure to conduct annual internal audit is addressed in the SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 15.0.</p>	Complied

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	<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>The latest internal audit was carried out as per MSPO & RSPO Internal Audit Report; Jendarata POM dated 22/05/2024.</p> <p>All the clauses in RSPO SCCS and RSPO Market Communications and Claims were covered during the audit. Latest Jendarata POM Sustainability Management Review for 2024. Refer MRM Minute of Meeting dated 23/05/2024. No finding raised during the last internal audit with regards to RSPO SCCS.</p>																
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>The accompanying documents of incoming FFB from own estate are estate’s weighing bridge tickets which has the info about name of estate, RSPO certificate number, weighbridge ticket number, seal number, date of delivery, field number, number of bunches.</p> <p>As per verification on weighbridge ticket as per below: -</p> <p>Incoming FFB</p> <p>Certified Supply Base</p> <table><tr><td>Estate</td><td>Tanarata Estate</td><td>Jendarata Estate</td></tr><tr><td>Certified No</td><td>RSPO 693200</td><td>RSPO 693200</td></tr><tr><td>Date</td><td>08/02/2024</td><td>26/02/2024</td></tr><tr><td>Ticket No</td><td>128XX</td><td>131XX</td></tr><tr><td>Vehicle No</td><td>SBXXXX</td><td>AB4/WAXXXX</td></tr></table>	Estate	Tanarata Estate	Jendarata Estate	Certified No	RSPO 693200	RSPO 693200	Date	08/02/2024	26/02/2024	Ticket No	128XX	131XX	Vehicle No	SBXXXX	AB4/WAXXXX	Complied
Estate	Tanarata Estate	Jendarata Estate																
Certified No	RSPO 693200	RSPO 693200																
Date	08/02/2024	26/02/2024																
Ticket No	128XX	131XX																
Vehicle No	SBXXXX	AB4/WAXXXX																

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		<table><tr><td>Field / Block</td><td>Div 3 Field 32</td><td>Div 3 Field 0503</td></tr><tr><td>Weight, MT</td><td>15.42</td><td>6.40</td></tr></table> <p>There is no projected overproduction of certified tonnage as per verification of records.</p> <p>The procedure to handling non-conforming FFB is addressed in the SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 13.0.</p>	Field / Block	Div 3 Field 32	Div 3 Field 0503	Weight, MT	15.42	6.40	
Field / Block	Div 3 Field 32	Div 3 Field 0503							
Weight, MT	15.42	6.40							
3.8.8	<p>Sales and Goods Out</p> <p>The supplying mill shall ensure that the following minimum information for RSPO certified products is made available in document form. The information shall be complete and can be presented either on a single document or across a range of documents issued for RSPO certified oil palm products (for example, delivery notes, shipping documents and specification documentation):</p> <ul style="list-style-type: none">a) The name and address of the buyer;b) The name and address of the seller;c) The loading or shipment / delivery date;d) The date on which the documents were issued;e) RSPO certificate number;f) A description of the product, including the applicable supply chain model (Identity Preserved or Mass Balance or the approved abbreviations);g) The quantity of the products delivered;	<p>For sale and good out from the mill, the mill already ensure the following minimum was available in document verification as per below:</p> <p>CPO - IP</p> <ul style="list-style-type: none">a) The name and address of the buyer; BUYERXXXXXXb) The name and address of the seller; Jendarata POMc) The loading or shipment / delivery date; 14/05/2024d) The date on which the documents were issued; 14/05/2024e) RSPO Certificate Number: RSPO 693200f) A description of the product: CPO IPg) The quantity of the products delivered; 38.86 Mth) Any related transport documentation; CCLXXXXi) A unique identification number: 14XXX <p>PK - IP</p>	Complied						

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	<ul style="list-style-type: none"> h) Any related transport documentation; i) A unique identification number. 	<ul style="list-style-type: none"> a) The name and address of the buyer; BUYERXXXXXX b) The name and address of the seller; Jendarata POM c) The loading or shipment / delivery date; 07/06/2024 d) The date on which the documents were issued; 07/06/2024 e) RSPO Certificate Number: RSPO 693200 f) A description of the product: PK IP g) The quantity of the products delivered; 25.00 Mt h) Any related transport documentation; MDBXXXX i) A Unique identification number: 15XXX 	
3.8.9	<p>Outsourcing Activities</p> <ul style="list-style-type: none"> i) The mill shall not outsource its milling activities. In cases where he mill outsources activities to independent third parties (e.g. subcontractors for storage, transport or other outsourced activities), the mill holding the certificate shall ensure that the independent third party complies with relevant requirements of this RSPO Supply Chain Certification ii) The mill shall ensure the following: <ul style="list-style-type: none"> a) The mill has legal ownership of all input material to be included in outsourced processes b) The mill has an agreement or contract covering the outsourced process with each contractor through a signed and enforceable agreement with the contractor. The onus is on the mill to ensure that certification body (CB) has access to the outsourcing contractor or operation if an audit is deemed necessary. 	<p>No CPO and PK process, bulking facilities outsourced by the mill. Transporter for PK was assigned by buyer. Outsourcing only applicable for CPO dispatch based on the delivered contract with buyers. No outsourcing for PK dispatch that have mill contracts with buyers.</p> <p>There is 3 active CPO & PK Transporter. Sighted the sample CPO transporter contract agreement as following; -</p> <p>Agreement for Transport of Crude Palm Oil; Agreement date: 01/01/2024 between Sakthy Transport Sdn Bhd (Transporter) and United Plantations Berhad (UPB) has been signed by both parties representatives.</p> <p>The agreement document has been included with terms and conditions as following:</p> <ul style="list-style-type: none"> a) UPB has legal ownership of transported CPO until it is delivered and received by buyer. 	Complied

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	<p>c) The mill has a documented control system with explicit procedures for the outsourced process which is communicated to the relevant contractor.</p> <p>d) The mill shall furthermore ensure (e.g. through contractual arrangements) that independent third parties engaged provide relevant access for duly accredited CBs to their respective operations, systems, and all information, when this is announced in advance.</p>	<p>b) UPB reserved the rights that certification body has access to transporter if an audit is deemed necessary.</p> <p>c) Transporter has acknowledged UPB outsource procedures through signing of the agreement which were explained by UPB prior to signing.</p> <p>d) Transporter to provide relevant access for duly accredited CBs to their respective operations, systems and all information upon announcement of audit in advance.</p>	
3.8.10	The mill shall record the names and contact details of all contractors used for the physical handling of RSPO certified oil palm products.	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.	Complied
3.8.12	<p>Record keeping</p> <p>i) The mill shall maintain accurate, complete, up-to-date and accessible records and reports covering all aspects of this RSPO Supply Chain Certification Standard requirements.</p> <p>ii) Retention times for all records and reports shall be a minimum of two (2) years and shall comply with relevant legal and regulatory requirements and be able to confirm the certified status of raw materials or products held in stock.</p>	<p>Addressed in the SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 16.0 Record Keeping</p> <p>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.</p> <p>ii) The retention period for maintaining the traceability records is 3 years as stated in the Section 16.0</p> <p>iii) The material and products movement on real-time basis is recorded in "Month End Production Report" for both CPO and</p>	Complied

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	<p>iii) For Identity Preserved Module, the mill shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis.</p> <p>iv) For Mass Balance Module, the mill:</p> <p>a) Shall record and balance all receipts of RSPO certified FFB and deliveries of RSPO certified CPO and PK on a real-time basis and / or three-monthly basis.</p> <p>b) All volumes of certified CPO and PK that are delivered are deducted from the material accounting system according to conversion ratios stated by RSPO.</p> <p>c) The mill can only deliver Mass Balance sales from a positive stock. Positive stock can include product ordered for delivery within three (3) months. However, a mill is allowed to sell short (i.e. product can be sold before it is in stock).</p>	<p>PK. Among the information available in the format is date, FFB processed, OER, CPO amount (opening, produced and closing) and transferred CPO (mill weight, refinery weight).</p> <p>iv) Not Applicable since the model use was IP.</p>							
3.8.13	<p>Extraction Rate</p> <p>The oil extraction rate (OER) and the kernel extraction rate (KER) shall be applied to provide a reliable estimate of the amount of certified CPO and PK from the associated inputs. Mill shall determine and set their own extraction rates based upon past experience, documented and applied it consistently.</p>	<p>Conversion factor of CPO and PK production is depending on the actual OER and KER. Verified OER and KER as below.</p> <table><tr><th>Month</th><th>OER</th><th>KER</th></tr><tr><td>June 2023 – May 2024</td><td>21.63</td><td>4.31</td></tr></table>	Month	OER	KER	June 2023 – May 2024	21.63	4.31	Complied
Month	OER	KER							
June 2023 – May 2024	21.63	4.31							
3.8.14	<p>Extraction rates shall be updated periodically to ensure accuracy against actual performance or industry average if appropriate.</p>	<p>The facility is using the actual extraction rate and therefore updating of rates is not necessary. The average extraction rate is as per table 10 of this report.</p>	Complied						
3.8.15	<p>Processing</p>	<p>Refer SOP RSPO Supply Chain Module D – CPO Mills: Identity Preserved, Rev. No.10 dated 01/01/2022 Section 12.0 Processing. Jendarata POM only receives certified FFB from own certified supply</p>	Complied						

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	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.	base. Therefore, qualifies for the Identity Preserved supply chain system and module. During the P&C assessment, the audit team verified the volumes and sources of certified FFB entering the mill, the implementation of processing controls and volume sales of RSPO certified products.							
3.8.16	<p>Registration of Transactions</p> <p>i) Shipping Announcement in the RSPO IT platform shall be carried out by the mills when RSPO certified products are sold as certified to refineries, crushers, and traders not more than three months after dispatch with the dispatch date being the Bill of Lading or the dispatch documentation date.</p> <p>ii) Remove: RSPO certified volumes sold under different scheme or as conventional, or in case of underproduction, loss or damage shall be removed in the RSPO IT platform.</p>	The actor is a palm oil mill, and its products are CPO and PK which are covered under Figure 2 and 3, Annex 1 of the RSPO SCCS Standard. Based on the downloaded transactions register from the certification unit’s PalmTrace, the company was able to demonstrate that it has been registering its transactions in the PalmTrace accordingly. For the period of June 2023 to May 2024, there were 122 announcements for CPO and 15 announcements for PK made. All dispatches announcement was made within 3 months after shipment.	Complied						
3.8.17	<p>Claims</p> <p>The mill shall only make claims regarding the production of RSPO certified oil that are in compliance with the RSPO Rules on Market Communications and Claims.</p>	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Complied
Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)								
RSPO Membership Number	1-0004-04-000-00								
Company Address	United Plantations Berhad Registered Office, Jendarata Estate								

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		Licence start date	11/03/2024	
		Licence Expiration date	10/03/2026	
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.	A corporate communication was made by United Plantations Berhad that highlights its membership of the RSPO and commitment towards RSPO principles. United Plantations Berhad has obtained Trademark License from RSPO. Verified through document and site review (notice board, business card, shipping documentation, procurement/ purchasing document and promotional material etc). corporate communication only for ‘off product’ claim.		Complied
4.2	In corporate communications, a member is allowed to: A. display its RSPO membership status B. display the RSPO web address (www.rspo.org) C. state that the member supports the work of 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	United Plantations Berhad has stated the member’s history with regard to RSPO in the company’s website and annual report with the use of trademark logo. Trademark License from RSPO was verified. The facility is aware with the requirements of the RSPO Rules on Market Communications and Claims. The use of trademark logo was in compliance with the RSPO Trademark License.		Complied
4.3	Members are not allowed to use the RSPO corporate logo as shown below. This is for the sole use of the RSPO Secretariat.	Based on the desktop studies, site visit and documentation review, it is confirmed that there is no usage of the RSPO corporate logo.		Complied
4.4	In corporate communications, RSPO members must not make any statement that may lead consumers to believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.	Based on the desktop studies and documentation review, it is confirmed that there is no statement that may lead consumers to		Complied

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		believe that RSPO membership by itself implies the selling of RSPO certified palm oil products.			
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.”	<p>United Plantations Berhad ensure communication is consistent, clear and cannot mislead consumers or other stakeholders as to the certified content of oil palm products in the member’s own products.</p>	Complied		
4.6	<p>RSPO non-certified members are allowed to make product-related claims in their corporate communication tools by doing the following:</p> <p>A. Use the RSPO Trademark with a valid trademark licence number to promote its membership of RSPO. It is sufficient for non-certified members to indicate this only once in their communication.</p> <p>B. Claim statements are limited to the following examples:</p>	<p>As indicated on the RSPO website:</p> <p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	Not Applicable
Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)				

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	<p>i. "The rate of RSPO-certified palm oil procurement was (X%). We aim to achieve (X%) sustainable procurement by fiscal year (YEAR)."</p> <p>ii. X% of palm oil sourced by our organisation are certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim.</p> <p>C. In cases wherein an organisation/member would like to indicate their commitment to sourcing RSPO certified volumes, the statement shall be accompanied with a disclaimer: "This reported figure is not audited through RSPO Certification".</p>	RSPO Membership Number	1-0004-04-000-00	
		Company Address	United Plantations Berhad Registered Office, Jendarata Estate	
		Licence start date	11/03/2024	
		Licence Expiration date	10/03/2026	
		Therefore, this specific indicator is deemed Not Applicable for this UoC.		
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.	Upon conducting a site visit, interviewing relevant personnel, and reviewing documentation, it has been confirmed that the UoC does not make on-pack claims. However, it has been noted that off-pack claim is made by the UoC through shipping documents and invoices, specifically for RSPO-certified Crude Palm Oil (CPO) and Palm Kernel (PK).		Complied
5.1.2	Product-specific communications are voluntary.	Upon conducting a site visit, interviewing relevant personnel, and reviewing documentation, it has been confirmed that the Product-specific communications are made voluntary by the management.		Complied

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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.	<div>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</div> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr><tr><td>Licence Expiration date</td><td>10/03/2026</td></tr></table> <div>However, it has been noted that there is no usage of the RSPO Trademark License and RSPO Label. Consequently, further assessment of this requirement cannot be conducted.</div>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Licence Expiration date	10/03/2026	Complied
Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)												
RSPO Membership Number	1-0004-04-000-00												
Company Address	United Plantations Berhad Registered Office, Jendarata Estate												
Licence start date	11/03/2024												
Licence Expiration date	10/03/2026												
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.	Upon conducting a site visit, interviewing relevant personnel, and reviewing documentation, it has been confirmed that there is no usage of any other trademark or label by the management.	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	As Jendarata POM is an Oil Mill, which only processes FFBs and produces CPO and PK, this particular indicator is deemed not applicable to this UoC.	Not Applicable										

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	<p>Trademark licence number, the following conditions shall be met as shown below</p> <ul style="list-style-type: none"> • RSPO members should be registered on the RSPO IT Platform and complete the information under 'description of products' field. • Both parties shall inform their certification body in writing about the agreement. • The RSPO certified supplier is responsible for ensuring that the buyer's RSPO Trademark licence number is used only on products that are supplied to that buyer. 		
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>As Jendarata POM is an Oil Mill, which only processes FFBs and produces CPO and PK, this particular indicator is deemed not applicable to this UoC.</p>	Not Applicable
5.2 Off pack claims			
5.2.1	<p>Off pack claims are product-specific communications regarding the certified sustainable palm oil contained within the product(s) made on any communication materials such as shipping documents, advertisements, flyers, brochures, posters, displays, newsletters, websites, emails, letters, offerings, invoices, (annual) reports, or media interviews. The RSPO Label should be used together with the valid trademark licence number wherever an off pack claim is made.</p>	<p>Upon conducting a site visit, interviewing relevant personnel, and reviewing documentation, it has been confirmed that the UoC does not make on-pack claims. However, it has been noted that off-pack claim is made by the UoC through shipping documents and invoices, specifically for RSPO-certified Crude Palm Oil (CPO) and Palm Kernel (PK).</p>	Complied

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5.2.2	<p>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>	<p>Based on the documentation review and interviews with relevant personnel, it has been confirmed that when confirming the sale of certified palm oil products, SOU 1 Sungai Dingin POM has adhered to the requirements of the RSPO Supply Chain Certification Standard (SCCS). Samples as below:</p> <p>CPO - IP</p> <ul style="list-style-type: none"> a) The name and address of the buyer; BUYERXXXXXX b) The name and address of the seller; Jendarata POM c) The loading or shipment / delivery date; 14/05/2024 d) The date on which the documents were issued; 14/05/2024 e) RSPO Certificate Number: RSPO 693200 f) A description of the product: CPO IP g) The quantity of the products delivered; 38.86 Mt h) Any related transport documentation; CCLXXXX i) A unique identification number: 14XXX <p>PK - IP</p> <ul style="list-style-type: none"> a) The name and address of the buyer; BUYERXXXXXX b) The name and address of the seller; Jendarata POM c) The loading or shipment / delivery date; 07/06/2024 d) The date on which the documents were issued; 07/06/2024 e) RSPO Certificate Number: RSPO 693200 f) A description of the product: PK IP 	Complied
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		<div>g) The quantity of the products delivered; 25.00 Mt</div> <div>h) Any related transport documentation; MDBXXXX</div> <div>i) A Unique identification number: 15XXX</div>					
5.2.3	<div>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:</div> <div><div>● 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.</div><div>● If the distributor or wholesaler is supply chain certified, they should follow the requirements outlined in section 5.2.2.</div></div>	As Jendarata POM is an Oil Mill, which only processes FFBs and produces CPO and PK, this particular indicator is deemed not applicable to this UoC.	Not Applicable				
5.3 On pack claims							
5.3.1	Only RSPO members who have supply chain certification and members who have undergone remote audit as per 5.1.6 are allowed to make on pack claims about the certified sustainable palm oil contained within the product(s) as per Module A, B, C and E. RSPO members who have purchased RSPO Credits are entitled to claim their support for the production of certified sustainable palm oil as per Module D.	<div>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</div> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Complied
Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)						
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5.3.2	<p>In case of limited space, RSPO allows flexibility to use a one-line arrangement claim together with a valid trademark licence number for on pack communications as below without having to use any RSPO Label. The licence number has to measure at least 4pt (1.4mm) in size and the font must be Calibri. The following options shall be considered:</p> <p>A) For Identity Preserved (IP)/ Segregated (SG) Certified Products:</p> <ul style="list-style-type: none">• RSPO IP/SG CERTIFIED*• Contains RSPO IP/SG palm oil*• Contains RSPO certified palm oil (IP/SG)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr><tr><td>Licence Expiration date</td><td>10/03/2026</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Licence Expiration date	10/03/2026	Complied
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	<p>B) or Mass Balance (MB) Certified Products:</p> <ul style="list-style-type: none">• RSPO MIXED*• Contributes to the production of RSPO certified palm oil*• Contains RSPO certified palm oil (MB)* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr><tr><td>Licence Expiration date</td><td>10/03/2026</td></tr></table> <p>However, it has been noted that there is no usage of the RSPO Trademark License and RSPO Label, and also no on-pack has been made. Consequently, further assessment of this requirement cannot be conducted.</p>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Licence Expiration date	10/03/2026	Complied
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	<p>C) For Partially Certified Products:</p> <ul style="list-style-type: none">• RSPO 50% MIXED*• Contains at least 50% RSPO certified palm oil* <p>*Add RSPO TM Licence Number below or next to the claim.</p>	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr><tr><td>Licence Expiration date</td><td>10/03/2026</td></tr></table> <p>However, it has been noted that there is no usage of the RSPO Trademark License and RSPO Label, and also no on-pack has been made. Consequently, further assessment of this requirement cannot be conducted.</p>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Licence Expiration date	10/03/2026	Complied
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	<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>	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	Complied								
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5.3.3	On pack claims shall not include information about the claimant’s RSPO membership status.	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Complied
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5.3.4	Members shall not communicate to consumers information about their suppliers' RSPO membership status.	<p>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</p> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr><tr><td>Licence Expiration date</td><td>10/03/2026</td></tr></table> <p>However, it has been noted that there is no usage of the RSPO Trademark License and RSPO Label, and also no on-pack has been made. Consequently, further assessment of this requirement cannot be conducted.</p>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Licence Expiration date	10/03/2026	Complied
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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.	<div>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</div> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr><tr><td>RSPO Membership Number</td><td>1-0004-04-000-00</td></tr><tr><td>Company Address</td><td>United Plantations Berhad Registered Office, Jendarata Estate</td></tr><tr><td>Licence start date</td><td>11/03/2024</td></tr><tr><td>Licence Expiration date</td><td>10/03/2026</td></tr></table> <div>However, it has been noted that there is no usage of the RSPO Trademark License and RSPO Label, and also no on-pack has been made. Consequently, further assessment of this requirement cannot be conducted.</div>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	RSPO Membership Number	1-0004-04-000-00	Company Address	United Plantations Berhad Registered Office, Jendarata Estate	Licence start date	11/03/2024	Licence Expiration date	10/03/2026	Complied
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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.	<div>United Plantations Berhad has obtained Trademark License from RSPO RSPO trademark was not use as POM producing raw product (CPO and PK). Detail as below:</div> <table><tr><td>Trademark Licence Name</td><td>United Plantations Berhad (Parent Company: United Plantations Bhd)</td></tr></table>	Trademark Licence Name	United Plantations Berhad (Parent Company: United Plantations Bhd)	Complied								
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MODULE A – IDENTITY PRESERVED & SEGREGATED SPECIFIC RULES											
Certified oil palm content (IP)											
	95% of the palm oil content must be RSPO IP certified.	CPO produce for IP certified containing 100% oil palm content	Complied								
	If 100% of RSPO IP certified palm oil content cannot be sourced, a maximum of 5% volume from other non-certified sources is allowed and the reason for this must be fully justified. The volume of the non-certified palm oil content shall be covered by the purchase of RSPO Credits of equivalent volume.	CPO produce for IP certified containing 100% oil palm content	Complied								
Messaging											
	Messaging ALLOWED for storytelling in product-specific communications may include any of the following elements:	No RSPO label and storytelling in product-related communications used as CPO and PK is semi-finished product. No messaging	Complied								

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	<ul style="list-style-type: none"> The palm oil products contained in this product have been certified to come from RSPO sources. www.rspo.org By choosing this product, you are sure that it contains RSPO certified palm oil. For more information: www.rspo.org RSPO certified sustainable palm oil products were kept apart from other palm oil products throughout the supply chain. www.rspo.org Certified sustainable palm oil products can be traced back to RSPO certified mills and plantations. www.rspo.org The entire supply chain is monitored by independent, RSPO-accredited auditors. www.rspo.org RSPO certified sustainable palm oil has been produced according to stringent environmental and social criteria. www.rspo.org 	involved since Jendarata POM is producing crude palm product and does not involve in any labelling of end product.	
Product-Specific Communications Labelling			
	Members are allowed to use the RSPO Label in one of the following ways: <ul style="list-style-type: none"> RSPO Trademark that includes the tag "CERTIFIED"; or RSPO Trademark that includes the tag "This product contains certified sustainable palm oil". 	No messaging involved since Jendarata POM is producing crude palm product and does not involve in any labelling of end product.	Complied
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	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director dated 09/03/2020. The policy established has include company commitment to the protection and advancement of human rights	Complied

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	unit of certification and contracted services, including contracted security forces. - Critical (Major) compliance -	including prohibiting retaliation, intimidation and harassment against Human Rights Defenders (HRD), whistle-blowers, complainants and community spokespersons.	
4.1.2	The unit of certification does not instigate violence or use any form of harassment in their operations. - Minor compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director dated 09/03/2020. United Plantations Berhad practices ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights. Onsite interviewed with the workers (guest workers and local worker's representatives) informed they has no experience to be treated with no harassment and violence by the management.	Complied
Criterion 4.2: There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties			
4.2.1	(C) The mutually agreed system, open to all affected parties, resolves disputes in an effective, timely and appropriate manner, ensuring anonymity of complainants, HRD, community spokespersons and whistle-blowers, where requested, without risk of reprisal or intimidation and follows the RSPO policy on respect for HRD. - Critical (Major) compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek-Nielsen, Chief Executive Director dated 09/03/2020 where they committed to the protection and advancement of human rights including prohibiting retaliation, intimidation and harassment against Human Rights Defenders (HRD), whistle-blowers, complainants and community spokespersons	Complied
4.2.2	Procedures are in place to ensure that the system is understood by the affected parties, including by illiterate parties. - Minor compliance -	United Plantations Berhad maintained the current Grievance Redressal Procedure Internal Stakeholder and External Stakeholder to clear up the misunderstandings/ conflicts/ grievances or raising any issues. The procedure is adopted in Jenderata POM certification unit with effective, timely and appropriate manner. The issues is open and transparent to any affected parties. United Plantations Berhad assigned Company Secretary to handle all the enquiries and grievances. Based on the procedure, United	Complied

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		Plantations Berhad has include time frame to handle the grievances with not more than 30 days from the date of receipt for external issue and 7 working days for internal issues. The procedure was developed in various languages such as Bahasa Malaysia, English and Tamil and has distributed to the workers and external stakeholders in Stakeholders' Booklet.	
4.2.3	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. - Minor compliance -	All estates have implemented stakeholder logbook (request and response, consultation & communication, complaint & grievance) for workers' Quarters Repair & Maintenance Record and Registry Record of Requests to record and monitor any request and grievance reported by internal and external stakeholders. Records of completion and resolution of complaints outcome recorded in the stakeholder booklet and communicated to relevant stakeholders with their acknowledgement evidence in the log book.	Complied
4.2.4	The conflict resolution mechanism includes the option of access to independent legal and technical advice, the ability for complainants to choose individuals or groups to support them and/or act as observers, as well as the option of a third-party mediator. - Minor compliance -	United Plantations Berhad maintained the current Grievance Redressal Procedure for Internal and External Stakeholder has established to provide a mechanism for the complainant to access to independent legal and technical advice if the complaint is unresolved mutually.	Complied
Criterion 4.3: The unit of Certification contributes to local sustainable development as agreed by local communities.			
4.3.1	Contributions to community development that are based on the results of consultation with local communities are demonstrated. - Minor compliance -	United Plantations Berhad Management have made contribution to the internal and external stakeholders. As seen in Annual Report 2023 book, for the whole group, United Plantations Berhad has the actual amount as below: 1. Hospital & medicine for employees, dependents and nearby communities fund	Complied

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		<p>2. Retirement benevolent fund</p> <p>3. Education, welfare, scholarships & others fund</p> <p>4. Bus subsidy for school children fund</p> <p>5. External donations</p> <p>6. New infrastructure for road, TNB and water supply for domestic use fund</p> <p>7. Employee housing fund</p> <p>8. New infrastructure project building, community hall and place of worship fund</p> <p>9. Provision of social amenities fund</p> <p>Some of the request made by neighboring stakeholders and treated as part of contribution/assistance verified:</p> <ul style="list-style-type: none"> • Kementerian Pendidikan Malaysia, SJKT Ladang Jendarata 1, <i>Merentas Desa Peringkat Sekolah</i> scheduled on 4/4/2024. The estate management has approved the request as to use Jendarata Estate area for cross country activity for the said school. • Kementerian Pendidikan Malaysia, SJKT Ladang Jendarata 1, Medicine for First Aid Box has made a request to replenish the first aid box to be used during Cross Country activity on 4/4/2024 	
Criterion 4.4: Use of the land for oil palm does not diminish the legal, customary or user rights of other users without their free, prior and informed consent.			
4.4.1	(C) Documents showing legal ownership or lease, or authorised use of customary land authorised by customary landowners through a Free,	For Jendarata Estate and Jendarata POM, total 74 land title has no changes with current area remain 6,379.72Ha. From the current	Complied

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	<p>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>area, 41.42ha has been released for WCE Highway and adjustment of 3.04Ha after resurveying. Current total land area for Jendarata Estate 6,335.64Ha. List of land title established which include details such as lot number hectareage and previous landowner was verified.</p> <p>Seri Pelangi Estate maintained the current total of five (5) land title has no changes with current area remain 1,421.72Ha.</p> <p>List of land title established which include details such as lot number hectareage and previous landowner was verified.</p> <p>Land title for Tanarata Estate is own by United Plantations Berhad has been summarized with total of seven (7) land titles which previously owned by Pinehill Plantation Sdn Bhd, Syarikat Kaum Melayu and Tahir Rozlan & Tasariff. The land than been re-survey by Perak Land District Register on 11/03/2022. With the re-survey the status of land leased is valid for 99 years from 11/03/2022 until 10/03/2121. Document review sighted a Lease Agreement between Yayasan Bina Upaya Darul Ridzuan with United Plantations Berhad with lawyer documents Izrin Naim & Associates Ref. No.: INA(IPH)/Corp-YBU/0222-01 dated 31/03/2022. The agreement does attach with two (2) additional documents for review as follow.</p> <ol style="list-style-type: none"> 1. Resolusi Ahli Lembaga Pemegang Amanah dated 28/03/2022 as approval to give the authority to YB Dato' Seri Diraja Dr. Zambry bin Abd Kadir and Dato' Ismail Bin Saffian to sign the agreement between Yayasan Bina Upaya Darul Ridzuan (No.: PPAB-17/2009) and United Plantations Berhad. 2. Details of two (2) land titles for the lease agreement as follow. <ol style="list-style-type: none"> i. Land title no.: 149332, Lot No.: PT 25036 with area 	
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		of 106.85ha ii. Land title no.: 149331, Lot No.: PT 35362 with area of 257.33ha.	
4.4.2	Copies of documents evidencing agreement-making processes and negotiated agreements detailing the FPIC process are available and include:	Not applicable since there is no customary right land	Not Applicable
4.4.2a	Evidence that a plan has been developed through consultation and discussion in good faith with all affected groups in the communities, with particular assurance that vulnerable, minorities' and gender groups are consulted, and that information has been provided to all affected groups, including information on the steps that are taken to involve them in decision making. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.2b	Evidence that the unit of certification has respected communities' decisions to give or withhold their consent to the operation at the time that these decisions were taken. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.2c	Evidence that the legal, economic, environmental and social implications of permitting operations on their land have been understood and accepted by affected communities, including the implications for the legal status of their land at the expiry of the unit of certification's title, concession or lease on the land. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.3	(C) Maps of an appropriate scale showing the extent of recognised legal, customary or user rights are developed through participatory mapping	Not applicable since there is no customary right land	Not Applicable

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	involving affected parties (including neighbouring communities where applicable, and relevant authorities). - Critical (Major) compliance -		
4.4.4	All relevant information is available in appropriate forms and languages, including assessments of impacts, proposed benefit sharing, and legal arrangements. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.5	(C) Evidence is available to show that communities are represented through institutions or representatives of their own choosing, including by legal counsel if they so choose. - Critical (Major) compliance -	Not applicable since there is no customary right land	Not Applicable
4.4.6	There is evidence that implementation of agreements negotiated through FPIC is annually reviewed in consultation with affected parties. - Minor compliance -	Not applicable since there is no customary right land	Not Applicable
Criterion 4.5: No new plantings are established on local peoples' land where it can be demonstrated that there are legal, customary or user rights, without their FPIC. This is dealt with through a documented system that enables these and other stakeholders to express their views through their own representative institutions.			
4.5.1	(C) Documents showing identification and assessment of demonstrable legal, customary and user rights are available. - Critical (Major) compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied
4.5.2	(C) FPIC is obtained for all oil palm development through a comprehensive process, including in particular, full respect for their legal and customary rights to the territories, lands and resources via local communities' own representative institutions, with all the relevant	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the	Complied

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	<p>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>	land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	
4.5.3	<p>Evidence is available that affected local peoples understand they have the right to say 'no' to operations planned on their lands before and during initial discussions, during the stage of information gathering and associated consultations, during negotiations, and up until an agreement with the unit of certification is signed and ratified by these local peoples. Negotiated agreements are non-coercive and entered into voluntarily and carried out prior to new operations.</p> <p>- Minor compliance -</p>	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied
4.5.4	<p>To ensure local food and water security, as part of the FPIC process, participatory SEIA and participatory land-use planning with local peoples, the full range of food and water provisioning options are considered. There is transparency of the land allocation process.</p> <p>- Minor compliance -</p>	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied
4.5.5	<p>Evidence is available that the affected communities and rights holders have had the option to access to information and advice that is independent of the project proponent, concerning the legal, economic, environmental and social implications of the proposed operations on their lands.</p> <p>- Minor compliance -</p>	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied

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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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied
4.5.8	(C) New lands are not acquired in areas inhabited by communities in voluntary isolation. - Critical (Major) compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied
Criterion 4.6: Any negotiations Concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.			
4.6.1	(C) A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - Critical (Major) compliance -	United Plantations Berhad maintained the current Grievances Redressal Procedures for Land Dispute as displayed in the company's website. The procedure has separated into three phases. Phase 1 is regarding on the lodging of complaints by the local communities on the dispute with supporting documents to be submitted. Phase 2 is involving the land dispute team, GIS team and complainant to measure and checking the location of the disputed land. If the claim is valid, then the negotiation process takes place to decide whether to compensate via payment or other methods of compensation. If mutual agreement is not achieved, then the complaint will be passed to court to make final decision.	Complied

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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>	Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position.	Complied
4.6.3	<p>Evidence is available that equal opportunities are provided to both men and women to hold land titles for scheme small holdings.</p> <p>- Minor compliance -</p>	Not applicable since there is no scheme smallholdings.	Not Applicable
4.6.4	<p>The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them.</p> <p>- Minor compliance -</p>	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent.	Complied
<p>Criterion 4.7: Where it can be demonstrated that local peoples have legal, customary or user rights, they are compensated for any agreed land acquisitions and relinquishment of rights, subject to their FPIC and negotiated agreements.</p>			
4.7.1	<p>(C) A mutually agreed procedure for identifying people entitled to compensation is in place.</p> <p>- Critical (Major) compliance -</p>	Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015-R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person a bargaining/negotiation position. However, there is no record of any compensation paid to any legal, customary or user rights holder.	Complied
4.7.2	<p>(C) A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and</p>	Procedure for calculating and distributing fair compensation has been established under SOP for land compensation No. HRD-015- a bargaining/negotiation position. However, there is no record of any compensation paid to any legal, customary or user rights holder.	Complied

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	implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Critical (Major) compliance -	R00 dated 1 January 2016. The SOP explains the standard of compensation calculation which also gives the compensated person	
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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that communities have lost access and rights to land for plantation expansion.	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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute.	Complied
4.8.2	(C) Land conflict is not present in the area of the unit of certification. Where land conflict exists, acceptable conflict resolution processes (see Criteria 4.2 and 4.6) are implemented and accepted by the parties involved. In the case of newly acquired plantations, the unit of certification addresses any unresolved conflict through appropriate conflict resolution mechanisms. - Critical (Major) compliance -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute.	Complied
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	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights	Complied

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	rights, these claims will be settled using the relevant requirements (Indicators 4.4.2, 4.4.3 and 4.4.4) - Minor compliance -	of other users without their free, prior and informed consent. Neither has there been any dispute.	
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 -	Based on documentation review, observations made, interviews with management and stakeholders, there is no evidence that the land for oil palm has diminished the legal, customary or user rights of other users without their free, prior and informed consent. Neither has there been any dispute.	Complied
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 -	Although there is no smallholder supplying FFB to the mill, the mill is still displaying their current and previous FFB prices on the wall outside their weighbridge office for public to refer. The prices were based on MPOB daily prices announcement which is available on the MPOB website. Crosschecking between those two documents showed that their offered prices were in-line with the MPOB's announcement.	Complied
5.1.2	(C) Evidence is available that the unit of certification explains the FFB pricing to smallholders on request from individual smallholders (at least once a year or upon request). - Critical (Major) compliance -	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
5.1.3	(C) Fair pricing, calculated as a portion of the international CPO price less costs is provided to smallholders in the supply base and documented. - Critical (Major) compliance -	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable

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5.1.4	<p>(C) Evidence is available that all parties, including women and independent representative organisations assisting smallholders where requested, are involved in decision-making processes and understand the contracts. These include those involving finance, loans/credits, and repayments through FFB price reductions for replanting and or other support mechanisms where applicable.</p> <p>- Critical (Major) compliance -</p>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
5.1.5	<p>Contracts are fair, legal and transparent and have an agreed timeframe.</p> <p>- Minor compliance -</p>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable

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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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
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>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
5.2.4	<p>(C) Evidence exists that the unit of certification trains Scheme Smallholders on pesticide handling.</p> <p>- Critical (Major) compliance -</p>	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable

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5.2.5	The unit of certification regularly reviews and publicly reports on the progress of the Smallholder support programme. - Minor compliance -	No independent smallholder crop is received by the mill and therefore this Indicator is not applicable.	Not Applicable
Principle 6: Respect workers' rights and conditions			
Criterion 6.1: Any form of discrimination is prohibited.			
6.1.1	(C) A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Critical (Major) compliance -	United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 09/03/2020 where they ensure all personnel are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights and provide equal opportunities to all personnel regardless of religion, race, age, gender, nationality or physical disability.	Complied
6.1.2	(C) Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against including charging of recruitment fees for foreign workers. - Critical (Major) compliance -	The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality or physical disability. Onsite interviewed with sample of workers from different nationalities and gender informed no discrimination happened in the company. They informed the management treated all equally and provide equal opportunity for promotion based on capabilities. Female workers have been promoted as mandore well. There was no recruitment fee being paid by the workers during the time of audit.	Complied
6.1.3	The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available.	The process of recruitment, promotion and remuneration are solely based on individual qualification and performance regardless of religion, race, age, gender, nationality or physical disability as per	Complied

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	- Minor compliance -	the policy above. Interviewed with the workers confirmed that promotion is based on capabilities and performance. There were guest and female workers who have been promoted to be mandore.	
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 -	Interviewed with the female workers confirmed that no pregnancy testing is conducted by the company as a measure for recruitment. This was evident through the established recruitment procedure (local and GW) and related recruitment records for 2023 and 2024. They will be informed to the Hospital Assistant if they are pregnant for management to initiate Medical Removal Protection (MRP) programme or job transfer.	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 is in place at each operating unit under United Plantations Berhad's Downriver Business Unit as specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. Appointment of the committee members and organization chart were seen together in the meeting minutes and supporting records for the requests raised by the female workers. In additional, the management have given equal opportunity based on merit to the female workers by promoted them to be mandore and head of workers in the operation. This has been verified through interviewed with the female workers and reviewed the master list. Date of meeting and minutes verified as the follow. 1. Jenderata Estate – 28/05/2024 2. Tanarata Estate – 10/05/2024 3. Jendarata Palm Oil Mill – 16/04/24 Review on the minutes, sighted the meeting discuss includes as follow briefing on company policies includes gender, Human Right	Complied

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		and ethic code, sexual harassment reporting, complaint reporting, reproductive right for women, changes in employment act especially for pregnant women, <i>Skim Keselamatan Sosial Suri Rumah</i> (SKSSR), domestic violence and housing maintenance.	
6.1.6	There is evidence of equal pay for the same work scope. - Minor compliance -	Reviewed of payslips as reported under indicator 6.2.2 in Jendarata Business Unit which consists of male and female workers found that their salary is the same for the same job scope. They were paid according to the Minimum Wage Order (MWO) 2022 and the new MWO2022 without any discrimination. Overtime and work on rest day were paid according to Employment Act 1955.	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 -	<p>Details of applicable labour laws, namely relevant provisions of the Employment Act 1955 and MAPA/NUPW agreement such as wages, rest day, work days, working hours, overtime, annual leave, medical leave are contained in employment contracts signed between the company and each worker. Other related reference used for salary and related allowances as per the following:</p> <ol style="list-style-type: none"> 1. MAPA/NUPW – Circular no. 12/2019 (for HARVESTERS, HARVESTING KANGANIES, LOADERS AND "OTHER LOADERS" and POM EMPLOYEES). 2. For AP/watchmen, salary scale is based on MPOA Security Sdn Bhd. <p>Documentation of pay is contained in payslips which are issued to the workers every month. Each payslip contains details such as name of worker, month of pay, total wages wage for the month, overtime pay, paid public holiday, paid medical leave (if any), price</p>	Complied

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		<p>bonus, SGP, overtime, paid annual leave, statutory deductions such as SOCSO (for all workers), EIS and EPF (for Malaysian workers only), and other deductions, if any. Both employment contracts and payslips are prepared in languages that they are familiar with, i.e. Bahasa Malaysia, Bengali, Tamil, Hindi, Telegu and explained to the workers by estate management with the presence of a translator.</p> <p>Reviewed during the audit, the following workers' employment contracts and</p> <table><tr><th>Estate/mill</th><th>Total population/workers</th><th>Total sample workers</th></tr><tr><td>Jendarata POM</td><td>98 workers</td><td>8 workers</td></tr><tr><td>Jendarata Estate</td><td>586 workers</td><td>24 workers</td></tr><tr><td>Tanarata Estate</td><td>317 workers</td><td>18 workers</td></tr><tr><td>Seri Pelangi Estate</td><td>96 workers</td><td>8 workers</td></tr></table>	Estate/mill	Total population/workers	Total sample workers	Jendarata POM	98 workers	8 workers	Jendarata Estate	586 workers	24 workers	Tanarata Estate	317 workers	18 workers	Seri Pelangi Estate	96 workers	8 workers	
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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>Details of payments and conditions of employment are stated and documented in the employment contracts given to all workers and staff at Jendarata POM certification unit. The documents are prepared in Bahasa Malaysia and in Bengali, Tamil, Hindi, Telegu, according to which language the workers are conversant in.</p> <p>It stipulates terms of conditions of service such as duration, position, wages payable, working hours, rest hours, holiday entitlement, that general and field workers would be paid according to MAPA/NUPW agreement.</p> <p>All the employment contracts sampled were signed by each worker and the Company. Review of the employment contracts show that</p>	OFI															

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		<p>the terms are in compliance with the provisions of the Employment Act 1955 and the MAPA/NUPW agreement. Interviews conducted with the workers confirmed that they understand the employment contracts, the terms were explained to them prior to signing, and a copy was given to each worker.</p> <p>Payroll documents, namely the payslip, also give accurate information on compensation for all work done. This includes those who receive daily-rated wages, piece rated wages, payment for any overtime work done, and public holiday pay. None of the sampled workers had any family members performing work on their behalf.</p> <p>The following worker’s payslips for 3 months (Peak: May 2024, Low: July 2023, Normal: January 2024) were sampled and verified during the audit:</p> <table><tr><th>Estate/mill</th><th>Total population/workers</th><th>Total sample workers</th></tr><tr><td>Jendarata POM</td><td>98 workers</td><td>8 workers</td></tr><tr><td>Jendarata Estate</td><td>586 workers</td><td>24 workers</td></tr><tr><td>Tanarata Estate</td><td>317 workers</td><td>18 workers</td></tr><tr><td>Seri Pelangi Estate</td><td>96 workers</td><td>8 workers</td></tr></table> <p>The company may consider to further improve on the process of socialization for employment contract’s terms and conditions in more effective manner. Payroll documents which give clearer information on compensation for all work performed to be further improved especially for introduction of any new incentive in future. Thus, OFI was raised.</p>	Estate/mill	Total population/workers	Total sample workers	Jendarata POM	98 workers	8 workers	Jendarata Estate	586 workers	24 workers	Tanarata Estate	317 workers	18 workers	Seri Pelangi Estate	96 workers	8 workers	
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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>Jendarata POM certification unit able to demonstrate compliance with legal requirements on the following issues:</p> <p><u>Regular working hours:</u> Workers interviewed confirmed that they work 6 days in a week, with Friday being the rest day (estate) and Sunday (mill). Normal working hours is 7.5 hours per day, and this is also stipulated in the employment contracts.</p> <p><u>Deductions:</u> Labour Department Permit for salary deductions is available in document Bil Ruj: (6) dlm BHG PU/9/129 dated 1 June 2012. Salary deductions are subject to consent from workers. Sighted Memorandum of Agreement for Employment where the following workers consented to salary deductions for water, electricity, temple/mosque funds, school bus transport.</p> <p><u>Overtime, sickness and holiday entitlement:</u> Based on overtime records, payslips, and interview with workers, evidence was available that overtime is paid in accordance with the Employment Act 1955 and MAPA/NUPW 2019 Agreement.</p> <p><u>Maternity leave:</u> female workers are entitled to 98 days maternity leave. This was confirmed during interview with the Secretary of the Gender Committee and other female workers.</p>	Complied
6.2.4	<p>(C) The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5years) is allowed to upgrade the infrastructure.</p>	<p>Jendarata POM certification unit provide good housing with good sanitation, medical facilities, and welfare amenities. Site visits were made to workers' housing. Overall, the houses and surrounding compound are well maintained with clean and flowing drains, no tall grass and household waste properly disposed off.</p> <p>All houses receive free water up to 50 gallon per day and electricity is subsidised. Each house has between 3 to 4 rooms and are spacious. Among the amenities available include creche, surau, temple, football field, sundry shop, canteen and a clinic. The clinic</p>	Complied

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	- Critical (Major) compliance -	<p>is managed by a Estate Health Assistant and is equipped with an ambulance. A visiting medical officer visits the clinic once a fortnight as shown on the record. Linesite inspection is conducted on a weekly basis by the Estate Hospital Assistant. Summary of line site inspection at respective operating units:</p> <p>i) Jenderata POM: 1/07/24, 10/07/24, 5/06/24, 10/06/24, 14/06/24.</p> <p>ii) Jendarata Estate: 2/07/24, 10/07/24, 1/06/24, 6/06/24, 14/06/24.</p> <p>iii) Tanarata Estate: 6/07/24, 13/07/24, 1/06/24, 8/06/24, 15/06/24.</p> <p>iv) Seri Pelangi Estate: 2/07/24, 9/07/24, 26/06/24, 19/06/24, 12/06/24</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>Jendarata POM certification unit were able to demonstrate workers' access to adequate, sufficient and affordable food. There is a sundry shop and a food canteen near the linesite. The sundry shop sells daily requirements such as vegetables, rice, flour, eggs, sugar, milk, cooking oil, frozen food, beverages, toiletries, etc. Workers could also buy cooked food from the canteen which opens from 4 pm to 9.30pm. Weekly night market is also available nearby.</p> <p>Reviewed during the audit was average price comparison carried out in April 2024 between prices at the sundry shop and shops in the nearby town.</p> <p>Via letter from Group General Manager to all Managers/Heads of Department dated 1 May 2020, the result of price comparisons were shared. Managers were also required to ensure that the price tags for all items are displayed, and to do regular inspections especially</p>	Complied

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		during the Covid-19 pandemic, especially when workers are discouraged from going outside the premises for shopping.	
6.2.6	<p>A DLW is paid to all workers, including piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours.</p> <p>PROCEDURAL NOTE:</p> <p>STATEMENT FROM THE RSPO STANDARDS STANDING COMMITTEE REGARDING INDICATOR 6.2.6 ON DECENT LIVING WAGE</p> <p>With reference to procedural note of indicator 6.2.6, the RSPO has published a guidance on the DLW calculation in June 2019. The RSPO Secretariat will endeavour to carry out DLW country benchmarks for palm oil producing countries in which RSPO members operate and for which no Global Living Wage Coalition (GLWC) benchmarks exist (As of September 2019, GLWC has developed national benchmarks in Bangladesh, Belize, Brazil, China, Colombia, Costa Rica, Dominican Republic, Ecuador, Ethiopia, Ghana, Guatemala, India, Kenya, Malawi, Mexico, Nicaragua, Pakistan, South Africa, Sri Lanka, Uganda and Vietnam These benchmarks are developed based on banana, coffee, floriculture, textile, manufacturing, seafood processing and tea industry. The RSPO is in the process of commissioning benchmarks for Malaysia and Indonesia for the palm oil sector and will develop methods to calculate and/or define DLW applicability for all palm oil producing countries in which RSPO members operate).</p> <p><i>Where a GLWC living wage standard (benchmark), or one that fulfils the basic requirements of the RSPO-endorsed living wage methodology, has been established in the country or region of operation, the same should be used as benchmarks.</i></p> <p>In the absence of such benchmarks, the RSPO will collaborate with the GLWC and/or local experts on developing oil palm industry benchmarks (Benchmark in this context may include 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</i></p>	<p>United Plantations Berhad has proactively worked with several large growers in the industry to engage Monash University for fair and decent wage assessment and they will strive to commit their suppliers to live up to the payment of DLW to their workers too. Until the national benchmark is established by RSPO secretariat, they are adhering to the applicable regulations in relation to the national minimum wages in the countries where they operate.</p> <p>However, they are conducting the prevailing wage assessment as per the RSPO prevailing wage calculation guidance to understand and compare the benchmark of DLW determined by the third-party assessment as mentioned above against the prevailing wages.</p> <p>The prevailing wage calculation has included all the in-kind benefits provided to the workers such as housing and healthcare.</p> <p>Sampled the prevailing wages for benefit of Housing, Electricity & Water, Education, Creche Facilities and Healthcare that provided to each worker at each operating units as follow. Total Value of Prevailing Wage based originality of Guest Workers and Local Workers.</p> <ol style="list-style-type: none"> 1. Jenderata POM Total Value of Prevailing Wage for Local Workers in MYR 2,418.40 and Guest Workers in MYR 2,610.10. 2. Jenderata Estate Total Value of Prevailing Wage for Local Workers in MYR 2,494.71 and Guest Workers in MYR 2,337.96 3. Seri Pelangi Estate Total Value of Prevailing Wage for Local Workers in MYR 2,490.41 and Guest Workers in MYR 2,238.52 4. Tanarata Estate Total Value of Prevailing Wage for Local 	Complied

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	<p><i>workers in the Unit of Certification aligned with the RSPO Guidance for Implementing a Decent Living Wage</i> (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).</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>Workers in MYR 2,650.66 and Guest Workers in MYR 2,267.82.</p> <p><i>*Benchmark living wages (based on Monash University study) – RM 1,735.47 for 2023.</i></p>	
6.2.7	<p>Permanent, full-time employment including contractors' workers and contracted workers is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal</p> <p>- Minor compliance -</p>	<p>Based on documents sighted and interviews conducted with workers and management, Jendarata POM certification unit only employ full-time employees. All employees are employed on either permanent or contractual full-time basis.</p>	Complied
<p>Criterion 6.3: The unit of Certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel.</p>			
6.3.1	<p>(C) A published statement recognising freedom of association and right to collective bargaining in national languages (English and/or Bahasa</p>	<p>United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 09/03/2020 where they respect the rights of all</p>	Complied

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	<p>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>personnel to form, join and participate in registered trade unions and to bargain collectively. The policy is developed in different languages such as Bahasa Malaysia, English and Tamil.</p>	
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>Confirmed during interview with the workers that worker representatives were freely elected among and by the workers themselves. At each operating unit, an official letter from NUPW for elected personnel was made available for verification. For example, letter dated 16/07/2024 from NUPW Ipoh, branch ref: NUPW/PK/07/2024 for the NUPW mill estate secretary elected person. Jenderata POM Certification Unit management has conducted Trade Union/Guest Worker's Committee Meeting at each operating unit once every 2 months. Sighted the meeting minutes between workers' representatives and management for the first half of 2024. For Tanarata Estate, latest meeting was carried out on 24/06/2024 and the other 2 meetings on 23/04/2024 and 21/02/2024. The minutes were documented in Bahasa Malaysia and made available upon request at all visited operating unit. Review on the minutes of meeting agenda includes with matter of discussion and matter arises. No outstanding issue reported in the meeting minutes.</p>	Complied
6.3.3	<p>Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers.</p> <p>- Minor compliance -</p>	<p>Onsite interviewed with workers informed they maintain the current practices to elect their representatives with voted among the workers without any interference of management. They are aware of their own representative.</p>	Complied
Criterion 6.4: Children are not employed or exploited.			

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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>United Plantations Berhad maintained the current Human Rights Policy signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 09/03/2020 where they will not tolerate the use of child or forced labour, slavery or human trafficking in any of the plantations and facilities. They are using the definition from United Nations Convention on the Rights of the Child which define "child" as anyone who is less than 18 years old.</p>	Complied
6.4.2	<p>(C) There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad maintained the current Standard Operating Procedures – Recruitment of Guest Workers that selection will be based on age and as per the company's policy, the minimum age of employment is 18 years old. For local workers, the company will keep a copy of identification card to verify the age of worker. Verified the Master List of Jendarata Engineering Department, Jendarata Estate, Tanarata Estate and Seri Pelangi Estate found that all the workers employed are above 18 years old</p>	Complied
6.4.3	<p>(C) Young persons may be employed only for non- hazardous work, with protective restrictions in place for that work.</p> <p>- Critical (Major) compliance -</p>	<p>There was no young person employed by the company as their minimum age was 18 years old. This has verified with the Master List and through interviewed with the stakeholders</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 briefed to all the stakeholders during stakeholder meeting on 24/04/2024. Besides, briefing to the workers was conducted on the negative effects of child labour. Interviewed with the workers confirmed that no child labour is allowed to be in the operations.</p>	Complied
<p>Criterion 6.5: There is no harassment or abuse in the workplace, and reproductive rights are protected.</p>			

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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>United Plantations Berhad maintained the current Gender Policy signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 24/04/2015. They are committed to maintain a workplace free from harassment on any kind, including harassment based on an employee's race, colour, religion, gender national origin, ancestry, disability, marital status and sexual orientation.</p> <p>The policy has been briefed to all the workers on 2-4/02/2024 (Jenderata Estate) & 8/05/2024 Tanarata Estate.</p>	Complied
6.5.2	<p>(C) A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce.</p> <p>- Critical (Major) compliance -</p>	<p>United Plantations Berhad maintained the current Gender Policy signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) dated 24/04/2015. They protect the Reproductive Rights and Motherhood responsibilities of women as under the Universal Declaration of Human Rights and labour laws.</p>	Complied
6.5.3	<p>Management has assessed the needs of new mothers, in consultation with the new mothers, and actions are taken to address the needs that have been identified.</p> <p>- Minor compliance -</p>	<p>Jenderata Business Unit' Gender Committee conduct the new mother assessment. Review on the assessment record, verified no new mothers for new baby born identified. The previous result and decision by management for new mother needs remained the same as:</p> <ul style="list-style-type: none"> - Childcare centre for newborn - Light work assigned and no chemical spray work involved. - Approval for time-off - Breast feeding rest room, private milk storage 	Complied
6.5.4	<p>A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce.</p>	<p>United Plantations Berhad maintain the current Sexual Harassment Grievance Procedure established and available in in company website: http://www.unitedplantations.com/sustainability/our_objectives.asp. -</p>	Complied

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	- Minor compliance -	Any grievance related to sexual harassment or violence case is referred to the procedure where they can obtain complaint form from one of the subcommittee members in respective estates/ departments. If the issue is not resolved in 2 weeks from the date of complaint or the victim is not satisfied with the way of the issue dealt, Gender Committee should bring this issue to Group Manager HRESH.	
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 Withholding of wages <p>- Critical (Major) compliance -</p>	<p>Based on documentation review and interviews with the workers, Jendarata POM certification unit have demonstrated that workers of various nationalities have entered into employment voluntarily. There is no retention of passports at the estate office as the workers kept their own passport at their own house. Foreign workers are not charged with any recruitment fee. The contract signed between United Plantations Berhad and labour agencies for example:</p> <p><u>Indonesia</u> PT Hamparan Karya Insani, dated 5th August 2023</p> <p><u>India</u> Zaks International, dated 6th January 2024</p> <p>In the contract under clause no. 10 (e); clearly stipulates that recruitment fees (at source and arrival country) will be borne by United Plantations Berhad.</p> <p>Workers were aware of the type of job they would be doing at Jendarata POM certification before they left their own countries. The contract of employment terms and conditions are based on demand letter issued i.e for Bangladesh under Bangladesh Overseas</p>	Complied

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		Employment & Services Limited (BOESL) dated 22 nd September 2022 to ensure no contract substitution occurred. All overtime work is done voluntarily, and workers are free to decline an offer for overtime work. Workers are also paid overtime rates in accordance with the Employment Act 1955. Workers are free to resign at any time they wish with no penalty payment. There is also no evidence of any withholding of wages.	
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>United Plantations Berhad maintained the current revise Guest Workers Policy with signed by Dato' Carl Bek Nielsen, Chief Executive Director (CED) updated 31/12/2021. The Guest Workers Policy has included the following objectives:</p> <ol style="list-style-type: none"> 1. Contract substitution is strictly prohibited. 2. They ensure living quarters for all workers are in compliance with the "Workers' Minimum Standards of Housing and Amenities Act 1990". 3. All statutory payments with genuine receipts incurred in the recruitment process shall be reimbursed by the Company. 4. Conduct post-arrival orientation program for new guest workers. - Any forms of discrimination are prohibited. 5. UP's Commitment to Ethical Recruitment Fees. We are committed to paying the recruitment fees in the source countries and in Malaysia as per the enclosed table in Appendix 1. Remediation and corrective actions will be taken if issues are found. In the event of a claim arising during the verification of the recruitment process the company shall: <ul style="list-style-type: none"> • Commence an immediate investigation • Responsibilities in the event of any breaches regarding 	Complied

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		<p>ethical Recruitment fees:</p> <p>a) If the breach is by UP due to failure to adhere to our Guest Workers' Recruitment SOP, then the aggrieved guest worker will receive compensation from UP.</p> <p>b) If the breach is by an Accredited Recruitment Agent will be required to compensate the aggrieved guest worker. If such an action is not undertaken by the Accredited Recruitment Agent, then the Company will suspend any relationship with agent until the matter has been rectified.</p> <p>i. Accredited Recruitment Agencies are responsible for monitoring any of their possible collect any recruitment related fees from the workers. If any such fees are found to be collected from the workers, the Company will require the Accredited Recruitment Agent to reimburse the said amount to the worker.</p> <p>ii. The company will terminate all contracts or partnerships with any Accredited Recruitment Agent who have been found to be non-compliant with the Company policies after due investigations and warnings.</p> <ul style="list-style-type: none">• We will not cover any forms of bribes, tips or tributes paid by the Guest Worker at any point during the recruitment process or any other items not included in Appendix 1 as explicit cautions and briefings related to legitimate recruitment costs have been given by our toll-free call center and through our Accredited Recruitment Agents. <p>It is important to acknowledge that running a business today requires a greater level of transparency compared to before. As</p>	
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		<p>such, we will continuously evaluate our existing practices in line with new legislations to effectively address force labour and ensure our guest workers have an enriching and memorable experience with us.</p> <p>Appendix 1</p> <p>Recruitment fees paid by company:</p> <ol style="list-style-type: none"> 1. Fees in source countries (All fees and cost are to be updated in tandem with government rulings or a minimum of twice a year) 2. Fees in Malaysia upon arrival 3. Fees upon completion of contract 	
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>The management has established Safety Committee Member consist of Secretary, representatives from Employer and representatives from Employee as per appointment letter by the Estate/Mill Manager. The mill and estates manager has been appointed as person responsible for safety and health cum chairman for safety and health as Appointment latter to Group Engineer dated 01/09/2023 and Group Manager dated 01/01/2023 by Chief Executive Director. All correspondence was sighted and verified. The OSH committee discussed regarding the safety and health of the workers on quarterly basis during the OSH committee meeting. In the meeting fwildlife</p> <p>discussed on the matters arising from the previous meetings, accident and incident report, workplace inspection, and training. Concerns on issue related health, safety and welfare were discussed at these meetings and recorded. The OSH Committee meeting for</p>	Complied

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		<div>Estate was conducted on quarterly basis. Reviewed the latest minutes meeting FY 2023 and 2024 as follows:</div> <table><tr><td>OSH Meeting 2024</td><td>Jendarata POM</td><td>Jendarata Estate</td></tr><tr><td>1st Quarter</td><td>28/03/2024</td><td>29/03/2024</td></tr><tr><td>2nd Quarter</td><td>24/06/2024</td><td>26/06/2024</td></tr><tr><td>OSH Meeting 2023</td><td></td><td></td></tr><tr><td>4th Quarter</td><td>28/12/2024</td><td>20/12/2023</td></tr><tr><td>3rd Quarter</td><td>20/09/2024</td><td>22/09/2023</td></tr></table> <table><tr><td>OSH Meeting 2024</td><td>Tanarata Estate</td><td>Ser Pelangi Estate</td></tr><tr><td>1st Quarter</td><td>27/03/2024</td><td>25/03/2024</td></tr><tr><td>2nd Quarter</td><td>26/06/2024</td><td>13/06/2024</td></tr><tr><td>OSH Meeting 2023</td><td></td><td></td></tr><tr><td>4th Quarter</td><td>27/12/2023</td><td>28/12/2023</td></tr><tr><td>3rd Quarter</td><td>27/09/2023</td><td>27/09/2023</td></tr></table> <div>Workplace inspections are made prior to the ESH meeting. Latest workplace inspection was conducted on the month of June 2024.</div>	OSH Meeting 2024	Jendarata POM	Jendarata Estate	1 st Quarter	28/03/2024	29/03/2024	2 nd Quarter	24/06/2024	26/06/2024	OSH Meeting 2023			4 th Quarter	28/12/2024	20/12/2023	3 rd Quarter	20/09/2024	22/09/2023	OSH Meeting 2024	Tanarata Estate	Ser Pelangi Estate	1 st Quarter	27/03/2024	25/03/2024	2 nd Quarter	26/06/2024	13/06/2024	OSH Meeting 2023			4 th Quarter	27/12/2023	28/12/2023	3 rd Quarter	27/09/2023	27/09/2023	
OSH Meeting 2024	Jendarata POM	Jendarata Estate																																					
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4 th Quarter	27/12/2023	28/12/2023																																					
3 rd Quarter	27/09/2023	27/09/2023																																					
6.7.2	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	Procedures for accidents and emergencies have been established. There is formation of ERP Team & ERP for all the identified incidences. In addition the procedures have been summarized in a	Complied																																				

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	<p>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>chart flow form and displayed for information of all employees in the estates and mill. They includes emergencies relating fire, chemical spillage, flood and accident at work place. Emergency Response Plan Flow Charts were available to address emergencies such as Accident, Dangerous Occurrence, Physical Injury, Chemical Spillage, Vehicle Accident, Fire Outbreak, Major Spillage, Chemical Poisoning & Prevention.</p> <p>The operating units continuously provide training to the workers to ensure the awareness on the ERP. Reviewed the training records as follows:</p> <table><tr><th>Estate/ Mill</th><th>ERP Training date</th></tr><tr><td>Jendarata POM</td><td>04-05/06/2024</td></tr><tr><td>Jendarata Estate</td><td>04-05/06/2024</td></tr><tr><td>Tanarata Estate</td><td>04-05/06/2024</td></tr><tr><td>Seri Pelangi Estate</td><td>04-05/06/2024</td></tr></table> <p>The operating provided first aid kit/box and located in designated places or assigned to competent first aider. The operating units has also established an information on the location of first aid box, name and contact no. of the assigned first aider and communicated through briefing, training and displayed on notice board. First aid kit was monitored on monthly basis for estate and mill. Latest inspection as follows:</p> <table><tr><th>Estate/ Mill</th><th>First Aid Training date</th><th>Latest First Aid Monitoring Record</th></tr><tr><td>Jendarata POM</td><td>04-05/06/2024</td><td>03/06/2024</td></tr></table>	Estate/ Mill	ERP Training date	Jendarata POM	04-05/06/2024	Jendarata Estate	04-05/06/2024	Tanarata Estate	04-05/06/2024	Seri Pelangi Estate	04-05/06/2024	Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record	Jendarata POM	04-05/06/2024	03/06/2024	
Estate/ Mill	ERP Training date																		
Jendarata POM	04-05/06/2024																		
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Estate/ Mill	First Aid Training date	Latest First Aid Monitoring Record																	
Jendarata POM	04-05/06/2024	03/06/2024																	

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		Jendarata Estate	04-05/06/2024	03/06/2024	
		Tanarata Estate	04-05/06/2024	01/06/2024	
		Seri Pelangi Estate	04-05/06/2024	01/06/2024	
		Jendarata POM			
Accident records were maintained and updated monthly at the mill. The JKPP 8 form has been submitted for the year ending 2023 on 26/01/2024 with reference number JKPP8/173624/2023. There was 1 accident recorded with 44 TLA.					
Jendarata Estate					
Accident records were maintained and updated monthly at the estate. The JKPP 8 form has been submitted for the year ending 2023 on 26/01/2024 with reference number JKPP8/173685/2023. There was 2 accidents recorded with 33 days TLA.					
Tanarata Estate					
Accident records were maintained and updated monthly at the estate. The JKPP 8 form has been submitted for the year ending 2023 on 30/01/2024 with reference number JKPP8/177114/2023. There is no accident recorded.					
Seri Pelangi Estate					
Accident records were maintained and updated monthly at the estate. The JKPP 8 form has been submitted for the year ending 2023 on 13/01/2024 with reference number JKPP8/163280/2023. There was 1 accident recorded with 7 days TLA.					

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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>The mill and estates visited provided appropriate PPE to all workers according to the job type. The PPE given as per HIRARC and Safe Operating Procedure.</p> <p>All workers have been provided with appropriate personal protective equipment (PPE), which is provided by the management free of charge. During the field visit to the Harvesting Gang and Loose fruit Operation and visit to the stores of the respective estates and mill, it was sighted that PPEs were worn by the personals.</p> <p>The estate has well maintained facilities for the workers to sanitise themselves prior to returning home from work. The showers were all in good working condition.</p>	Complied											
6.7.4	<p>All workers are provided with medical care and covered by accident insurance. Costs incurred from work- related incidents leading to injury or sickness are covered in accordance with Malaysian law.</p> <p>- Minor compliance -</p>	<p>All workers are provided with medical care which is borne by the operating units management. Each operating unit has its own dispensary managed by a certified Hospital Assistant. There are no restrictions for workers to obtain medical aid from the dispensary. In case of major injuries or health issues, workers are referred to private clinics or hospitals which is totally borne by the management as well.</p> <p>All workers are protected via insurance in accordance with Malaysian Law via SOCSO contribution. The monthly contribution was evident via the PERKESO Monthly Salary Contribution (Form 8A) for the workers as following.</p> <table border="1"> <thead> <tr> <th>Operating Units</th><th>Month</th><th>Total Workers</th><th>Amount</th></tr> </thead> <tbody> <tr> <td rowspan="2">Jendarata POM</td><td>Feb 2024</td><td>96</td><td>RM X,XXX.XX</td></tr> <tr> <td>June 2024</td><td>95</td><td>RM X,XXX.XX</td></tr> </tbody> </table>	Operating Units	Month	Total Workers	Amount	Jendarata POM	Feb 2024	96	RM X,XXX.XX	June 2024	95	RM X,XXX.XX	Complied
Operating Units	Month	Total Workers	Amount											
Jendarata POM	Feb 2024	96	RM X,XXX.XX											
	June 2024	95	RM X,XXX.XX											

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		<table><tr><td rowspan="2">Jendarata Estate</td><td>Feb 2024</td><td>74</td><td colspan="2">RM XX,XXX.XX</td></tr><tr><td>June 2024</td><td>72</td><td colspan="2">RM XX,XXX.XX</td></tr><tr><td rowspan="2">Tanarata Estate</td><td>Feb 2024</td><td>302</td><td colspan="2">RM X,XXX.XX</td></tr><tr><td>June 2024</td><td>320</td><td colspan="2">RM X,XXX.XX</td></tr><tr><td rowspan="2">Seri Pelangi Estate</td><td>Feb 2024</td><td>102</td><td colspan="2">RM X,XXX.XX</td></tr><tr><td>June 2024</td><td>102</td><td colspan="2">RM X,XXX.XX</td></tr></table>	Jendarata Estate	Feb 2024	74	RM XX,XXX.XX		June 2024	72	RM XX,XXX.XX		Tanarata Estate	Feb 2024	302	RM X,XXX.XX		June 2024	320	RM X,XXX.XX		Seri Pelangi Estate	Feb 2024	102	RM X,XXX.XX		June 2024	102	RM X,XXX.XX		
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	June 2024	320	RM X,XXX.XX																											
Seri Pelangi Estate	Feb 2024	102	RM X,XXX.XX																											
	June 2024	102	RM X,XXX.XX																											
6.7.5	Occupational injuries are recorded using Lost Time Accident (LTA) metrics. - Minor compliance -	<p>All accidents incidents are reviewed during the quarterly held safety meetings in the operating units. Records on Lost Time Accident (LTA) are maintained and presented during the meetings. Accident records were updated and available for verification. JKPP 8 have been submitted to DOSH accordingly and available for verification. The LTA for each operating unit has been recorded and available as below.</p> <table><tr><th rowspan="2">Operating Units</th><th colspan="2">2023</th><th rowspan="2">Average Hour Work</th><th rowspan="2">Average Worker</th></tr><tr><th>Cases</th><th>Days</th></tr><tr><td>Jendarata POM</td><td>1</td><td>44</td><td>265,500</td><td>118</td></tr><tr><td>Jendarata Estate</td><td>2</td><td>22</td><td>1359000</td><td>604</td></tr><tr><td>Tanarata Estate</td><td>0</td><td>0</td><td>567000</td><td>252</td></tr><tr><td>Seri Pelangi Estate</td><td>1</td><td>7</td><td>226800</td><td>108</td></tr></table>	Operating Units	2023		Average Hour Work	Average Worker	Cases	Days	Jendarata POM	1	44	265,500	118	Jendarata Estate	2	22	1359000	604	Tanarata Estate	0	0	567000	252	Seri Pelangi Estate	1	7	226800	108	Complied
Operating Units	2023			Average Hour Work	Average Worker																									
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Principle 7: Protect, conserve and enhance ecosystems and the environment																														

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Criterion 7.1: Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques.			
7.1.1	<p>(C) IPM plans are implemented and monitored to ensure effective pest control.</p> <p>- Critical (Major) compliance -</p>	<p>IPM is documented in United Plantation SOP no.7 OP Pest Management. The estates continued to implement biological control for the oil palm pest such as leaf eating pest and rat. IPM techniques applied at the estates include:</p> <ol style="list-style-type: none"> 1. Monitoring of pest numbers and the use of triggers for initiation of control measures. 2. Introduction of barn owls Tyto Alba for biological control of rats. Barn owl boxes are constructed at the rate of 1 box for every 15 ha. 3. Planting of beneficial plants Cassia Cobanensis, Antigonon leptopus and Tunera subulata at ratio of 60:20:20 along roadsides to attract natural predators. <p>Although census records showed that there was no outbreak of leaf eating pest nonetheless beneficial plants are being planted and seen thrive in the field visited. Barn owl occupancy census was conducted as per UPB SOP census interval once every 3 months.</p>	Complied
7.1.2	<p>Species referenced in the Global Invasive Species Database and CABI.org are not to be used in managed areas, unless plans to prevent and monitor their spread are implemented.</p> <p>- Minor compliance -</p>	<p>All estates conducted assessment on list of species invasiveness used for biological control. No invasive species listed in the CABI.org introduced in the estate.</p> <p>Flora species were used for IPM such as Tunera subulata, Cassia cobanensis and Antigonon leptopus.</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>All estates do not practice the use of fire to control pests and no evidence of it was seen during field visit.</p>	Complied

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	- Minor compliance -														
Criterion 7.2: Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.															
7.2.1	(C) Justification of all pesticides used is demonstrated. Selective products and application methods that are specific to the target pest, weed or disease are prioritised. - Critical (Major) compliance -	Justification of all pesticides used was demonstrated. Written justification of all pesticides used is documented in Field Manual (Safe Use of Pesticide) S4-S4.2. Selected products are specific to the target pest, weed and disease. Sighting of records showed the following practice is evident: 1. Circle spray (mature) – e.g. glyphosate + amine + methylsulfuron 2. Circle spray (immature) – e.g. Basta (a.i.: glufosinate isophrophylamine) 3. Bagworm & rhino beetles’ treatment – e.g. cypemethrin (turbomiser) 4. Rat baiting – e.g. warfarin 5. Cover crop spray – e.g. fusillade.	Complied												
7.2.2	(C) Records of pesticides use (including active ingredients used and their LD50, area treated, amount of active ingredients applied per ha and number of applications) are provided. - Critical (Major) compliance -	Estates maintained and kept records of pesticides use (including active ingredients used and their LD 50, area treated, amount of a.i. applied per ha and number of applications). <table><tr><td>Estate</td><td>2022</td><td>2023</td></tr><tr><td>Jendarata Estate</td><td>1.23</td><td>0.92</td></tr><tr><td>Tanarata Estate</td><td>5.10</td><td>3.07</td></tr><tr><td>Seri Pelangi Estate</td><td>0.99</td><td>1.69</td></tr></table>	Estate	2022	2023	Jendarata Estate	1.23	0.92	Tanarata Estate	5.10	3.07	Seri Pelangi Estate	0.99	1.69	Complied
Estate	2022	2023													
Jendarata Estate	1.23	0.92													
Tanarata Estate	5.10	3.07													
Seri Pelangi Estate	0.99	1.69													

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		Based on interview and document verification, there is high A.I. per Ha for Tanarata Estate due to immature area require high usage and also bagworm treatment was on going.	
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>	The quantity of agrochemicals required for various field conditions are documented and justified in United Plantation Standard operating procedure to reduce use of herbicides and pesticides. The implementation in the field was consistent. The estates have implemented a Continuous Improvement Plan where they have stated the intention to reduce the usage of chemicals through implementation of Integrated Pest Management Plan. Sighted during the site visit at all the estates, the establishment of beneficial plants along the estate roads and immature areas as well as barn owl boxes placed at strategic areas. Paraquat was eliminated. In replace, alternatives such as Glyphosate is used instead.	Complied
7.2.4	<p>There is no prophylactic use of pesticides, unless in exceptional circumstances, as identified in national best practice guidelines.</p> <p>- Minor compliance -</p>	There is no prophylactic use of pesticides in estate visited.	Complied
7.2.5	<p>Pesticides that are categorised as World Health Organisation Class 1A or 1B, or that are listed by the Stockholm or Rotterdam Conventions, and paraquat, are not used, unless in exceptional circumstances, as validated by a due diligence process, or when authorised by government authorities for pest outbreaks.</p> <p>The due diligence refers to:</p> <p>a) Judgment of the threat and verify why this is a major threat</p> <p>b) Why there is no other alternative which can be used</p>	The Chemical Registers for the mill and sampled estates were available for verification and reviewed yearly and as and when there are introductions of new chemicals in the operations. The register showed that only class III & IV pesticides were used at the mill and estates. Paraquat and Monocrotophos was eliminated. In its place, less hazardous alternatives such as Glyphosate and Acephate was used instead. Sampled Estate has adopted UP Plantation Berhad no use of paraquat and pesticides categorized by WHO as class 1A or 1B as per Occupational Safety and Health Policy dated 18/8/2017. Paraquat is totally banned at Sampled Estate and this was confirmed through interviews with workers at field assessed. In its place,	Complied

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	<p>c) Which process was applied to verify why there is no other less hazardous alternative</p> <p>d) What is the process to limit the negative impacts of the application</p> <p>e) Estimation of the timescale of the application and steps taken to limit application to the specific outbreak.</p> <p>- Minor compliance -</p>	<p>alternatives agrochemicals such as Metsulfuron Methyl and Glyphosate Isopropylamine were used to control weeds.</p>					
7.2.6	<p>(C) Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criteria 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out.</p> <p>- Critical (Major) compliance -</p>	<p>The pesticides operators have been given training regarding the usage safety and health issue and proper way for chemical application and attend monthly health surveillance done by the Medical Assistant. Pesticide operators are given training on the safe handling and application of the pesticides. Suitable personal protective equipment's and application equipment provided to the operators based on the PPE issuance forms. The staff and workers such as the storekeeper, sprayers, fertilizer applicator and rat bait workers were trained (cross reference indicator 3.7.1 above) and they had understood the hazards involved and how the chemicals should be used in a safe manner. The trade and generic names of the chemicals were made known to the workers through the SDS training. It was also noted that the SDS were available at chemical store during the audit.</p> <p>Reviewed the training records as per criteria 3.7.2.</p> <p>Sampled the training conducted for pesticide handlers as below: -</p> <p><u>Jendarata POM</u></p> <table><tr><td>Training</td><td>Date</td></tr><tr><td>Chemical Handling Training</td><td>20/06/2024</td></tr></table>	Training	Date	Chemical Handling Training	20/06/2024	Complied
Training	Date						
Chemical Handling Training	20/06/2024						

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		<table><tr><td>Chemical & Oil Spillage Training</td><td>15/05/2024</td></tr><tr><td>SDS Training</td><td>16/04/2024</td></tr></table> <p><u>Jendarata Estate</u></p> <table><tr><td>Training</td><td>Date</td></tr><tr><td>HIRARC Training</td><td>10/06/2024</td></tr><tr><td>Chemical Handling & Spillage Management</td><td>20/06/2024</td></tr></table> <p><u>Tanarata Estate</u></p> <table><tr><td>Training</td><td>Date</td></tr><tr><td>IPM Training</td><td>28/02/2024</td></tr><tr><td>Chemical Handling</td><td>29/05/2024</td></tr></table> <p><u>Seri Pelangi Estate</u></p> <table><tr><td>Training</td><td>Date</td></tr><tr><td>Chemical Handling</td><td>20/06/2024</td></tr></table>	Chemical & Oil Spillage Training	15/05/2024	SDS Training	16/04/2024	Training	Date	HIRARC Training	10/06/2024	Chemical Handling & Spillage Management	20/06/2024	Training	Date	IPM Training	28/02/2024	Chemical Handling	29/05/2024	Training	Date	Chemical Handling	20/06/2024	
Chemical & Oil Spillage Training	15/05/2024																						
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Chemical Handling	29/05/2024																						
Training	Date																						
Chemical Handling	20/06/2024																						
7.2.7	<p>(C) Storage of all pesticides is in accordance with recognised best practices.</p> <p>- Critical (Major) compliance -</p>	<p>Pesticides were found stored in the mill and all estate’s Chemical Store in accordance with the Occupational Safety and Health Act 1994 (Act 514) and Pesticides Act 1974 (Act 149) and their Regulations. The stores were at all times locked and at the time of visit the storekeeper was seen to unlock the padlock to open entrance door for auditor to inspect the store. At the entrance door, signage requiring donning of PPE were visibly posted. The Chemical Store signage with required Hazard Symbols were available at the</p>	Complied																				

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		entrance. The facility ventilation fan was found working with adequate ventilation available, up-to-date chemical register, trade and generic names, and their Safety Data Sheet were available.	
7.2.8	<p>All pesticide containers are triple rinsed and punctured before being disposed of and/or handled responsibly if used for other purposes.</p> <p>- Minor compliance -</p>	<p>Empty pesticides containers had been tripled rinsed, holes punched in them and stored separately as recycle waste. The management of the empty chemical containers is guided by SOP Triple rinsing. All pesticide containers have been tripled rinsed and punctured before disposed to contractors.</p> <p>Refer latest disposal record:</p> <ul style="list-style-type: none"> Jendarata Estate: 11/06/2024 @ Receipt No: 15740 Tanarata Estate: 10/07/2024 @ Receipt No: 11438 Seri Pelangi Estate: 23/07/2024 @ Receipt No: 15580 	Complied
7.2.9	<p>(C) Aerial spraying of pesticides is prohibited, unless in exceptional circumstances where no other viable alternatives are available. This requires prior government authority approval. All relevant information is provided to affected local communities at least 48 hours prior to application of aerial spraying.</p> <p>- Critical (Major) compliance -</p>	Aerial spraying is strictly prohibited by United Plantation and no evidence of its use was sighted during field visit.	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>The CHRA of each operating units have recommended the necessity of annual medical surveillance for pesticide applicators exposed to pesticides that are classified as organophosphates. Results of annual medical surveillance were available in the estate for verification as follows.</p> <p>Jendarata POM - Medical Surveillance Programme has been performed successfully for the year 2024 for the mill workers exposed to hazardous chemicals and fumes. A total of 11 workers</p>	Complied

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		<p>have been examined on 14/05/2024 at Klinik Lagenda. The results indicated the workers was declared fit to work.</p> <p>Jendarata Estate - The medical surveillance programme for the year 2024 has been performed on 28/05/2024 at Klinik Lagenda for 40 workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.</p> <p>Seri Pelangi Estate - The medical surveillance programme for the year 2024 has been performed on 22/03/2024 at Klinik Surgeri Lee for 19 workers identified to be exposed to hazardous chemicals and fertilisers, in the estate. The results indicated that all workers were fit to work.</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>No underage person nor women are hired to work with pesticides. This was confirmed viewing Employees Registration Record of Employment.</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>All estates identified the types of waste products and method of disposal as following:</p> <table><tr><th>Types of waste</th><th>Source</th><th>Disposal method</th><th>Waste managers</th><th>Action to reduce</th></tr><tr><td rowspan="2">Chemical containers</td><td rowspan="2">Pesticides empty drums</td><td>20 L drums reused for premix</td><td>Edsha Solution Sdn. Bhd.</td><td>Increase area for lawn mowing</td></tr><tr><td>Sold to waste manager</td><td></td><td>Implementation of IPM program</td></tr></table>	Types of waste	Source	Disposal method	Waste managers	Action to reduce	Chemical containers	Pesticides empty drums	20 L drums reused for premix	Edsha Solution Sdn. Bhd.	Increase area for lawn mowing	Sold to waste manager		Implementation of IPM program	OFI
Types of waste	Source	Disposal method	Waste managers	Action to reduce												
Chemical containers	Pesticides empty drums	20 L drums reused for premix	Edsha Solution Sdn. Bhd.	Increase area for lawn mowing												
		Sold to waste manager		Implementation of IPM program												

		Fertilizer bags	Fertilizer empty bags	Reuse for loose fruit collection		EFB from the mill for mulching to reduce inorganic fertilizers	
				Reused as weirs bag for water management		Fertilizer packaging will be monitored to encourage 50 kg bags	
		Old wooden sleepers	Field	Reused as shoring for underpasses and turning point & boundary fencing		Converting all wooden sleepers to metal sleepers to reduce dependency on tropical timbers	
		Hospital syringes, swabs and sharps	Clinic	Despatched to waste manager – Edgenta	Edgenta Mediserve Sdn. Bhd.	Maintain good record on Safety Performance by reducing number of accident cases through regular safety and HIRARC training	
		Domestic waste	Household	Segregated items such as plastic, metal, glass, paper are dispatch to was managers	Local recycle company	Continue to segregate recyclable wastes	
				Landfill organic waste			

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		<p>Jendarata POM mainly generated industrial wastes which were managed as following:</p> <table> <tr> <th>Types of waste</th><th>Source</th><th>Disposal method</th><th>Action to reduce environmental impact</th></tr> <tr> <td>POME</td><td>Effluent pond</td><td>Discharge through land application in estate oil palm fields</td><td>Discharged water sample analysis to comply DOE license</td></tr> <tr> <td>Boiler ash</td><td>Boiler</td><td>Disposed to designated dumping site near holding pond.</td><td>Daily levelling by machine</td></tr> <tr> <td>EFB</td><td>Process</td><td>Land application in estate oil palm fields</td><td>Zero burning</td></tr> <tr> <td>Scheduled Waste</td><td>Milling</td><td>Disposal through authorized SW collector</td><td>Managed as per legal requirements</td></tr> </table> <p>Notwithstanding, the domestic waste segregation and disposal implementation against the documented waste management plan could be further improved for composting pit in Tanarata Estate and Seri Pelangi Estate. Hence, an OFI has been raised.</p>	Types of waste	Source	Disposal method	Action to reduce environmental impact	POME	Effluent pond	Discharge through land application in estate oil palm fields	Discharged water sample analysis to comply DOE license	Boiler ash	Boiler	Disposed to designated dumping site near holding pond.	Daily levelling by machine	EFB	Process	Land application in estate oil palm fields	Zero burning	Scheduled Waste	Milling	Disposal through authorized SW collector	Managed as per legal requirements	
Types of waste	Source	Disposal method	Action to reduce environmental impact																				
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EFB	Process	Land application in estate oil palm fields	Zero burning																				
Scheduled Waste	Milling	Disposal through authorized SW collector	Managed as per legal requirements																				
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>Procedure under United Plantation File 13, Waste Management described in flowchart is available. Disposal method of all identified wastes (see column 2 in table in above indicator 7.3.1) were included in the pollution prevention plan for Mill and Estates.</p> <p>Site visit confirmed that the practice to reduce, reuse and recycle of waste materials has been implemented throughout the as per sample as following:</p> <p>Tanarata Estate:</p>	Complied																				

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		<ul style="list-style-type: none"> - Light scrap recycling by BRG Enterprise; Receipt # R2124010033; Date: 10/07/2024 - Empty Tripple Rinsed Container 220kg @ RM0.50; Receipt # R2124010034; Date: 10/07/2024; Contractor: BRG Enterprise <p>Seri Pelangi Estate:</p> <ul style="list-style-type: none"> - Empty Tripple Rinsed Container 1,240kg @ RM0.40; Receipt # 15580; Date: 03/07/2024; Contractor: BRG Enterprise - Consignment # 2024062416JGRV1Y; Date: 24/06/2024; SW409; Quantity: 0.32mt; Disposal contractor: Edsha Solutions Sdn. Bhd. - Consignment # 2024062416POEEZMC; Date: 24/06/2024; SW410; Quantity: 0.045mt; Disposal contractor: Edsha Solutions Sdn. Bhd. 	
7.3.3	<p>The unit of certification does not use open fire for waste disposal.</p> <p>- Minor compliance -</p>	<p>The unit of certification does not use open fire for waste disposal and none was sighted during site visit at mill, field visit at estate and visit to landfill area.</p>	Complied
Criterion 7.4: Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield.			
7.4.1	<p>Good agriculture practices, as contained in SOPs, are followed to manage soil fertility to optimise yield and minimise environmental impacts.</p> <p>- Minor compliance -</p>	<p>Good agriculture practices which follow the SOP manual contains Standard Operating Procedures to ensure soil fertility is managed to a level that ensures optimal and sustained yield as per sample, as following:</p> <ul style="list-style-type: none"> - SOP No. 8: Manuring Immature and Mature Oil Palm. <p>Field Management Manual S3.1.2.2 Rat Control (June 2024); Ref. # 0.220(g)/1030/2024; Date: 28/06/2024</p>	Complied

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7.4.2	<p>Periodic tissue and soil sampling is carried out by Companies to monitor and manage changes in soil fertility and plant health.</p> <p>- Minor compliance -</p>	<p>Periodic tissue and soil sampling is carried out by United Plantation Research Department (UPRD) as per latest sample report as following:</p> <p>Jendarata Estate:</p> <ul style="list-style-type: none"> - Based on IPB Internal Memorandum; Ref. # 0.218(c)/802/2024; Date: 24/05/2024 from Director of Research, UP Berhad - Commercial Field Foliar Samples; Lab Test # A032/23; Date: 28/04/2023; Field # 136; Report date: 07/06/2023; Sampling date: 30/11/2022 – 14/03/2023 - Result of Soil Analysis; Lab Test # E003/21; Field # 45; Date collected: 04/08/2020 – 12/12/2020; Date analysed: 01/10/2021 – 30/11/2021; Report date: 01/12/2021; 10 parameters analysed mainly N, P, K <p>Tanarata Estate:</p> <ul style="list-style-type: none"> - Based on IPB Internal Memorandum; Ref. # 0.218(c)/802/2024; Date: 24/05/2024 from Director of Research, UP Berhad - Commercial Field Foliar Samples; Lab Test # A048/23; Date: 15/06/2023; Field # 1623; Report date: 18/07/2023; Sampling date: 23/03/2023 – 02/05/2023 - Result of Soil Analysis; Lab Test # E013/22; Field # 2; Date collected: 20/10/2022 – 29/12/2022; Date analysed: 01/10/2021 – 30/11/2021; Report date: 31/12/2022; 14 parameters analysed mainly N, P, K + Mechanical Analysis + Organic Matter (%C) <p>Seri Pelangi Estate:</p>	Complied
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		<ul style="list-style-type: none"> - Based on IPB Internal Memorandum; Ref. # 0.218(c)/802/2024; Date: 24/05/2024 from Director of Research, UP Berhad - Commercial Field Foliar Samples; Lab Test # A020/23; Date: 06/03/2023; Field # 17; Report date: 04/04/2023; Sampling date: 27/01/2023 – 31/01/2023 - Result of Soil Analysis; Lab Test # E004/23; Field # 1; Date collected: 01/08/2023 – 06/09/2023; Date analysed: 12/12/2023 – 16/01/2024; Report date: 17/01/2024; 14 parameters analysed mainly N, P, K + Organic Matter (%C + %N) 	
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>A nutrient recycling strategy is in place as per Guidelines for Mulching with EFB or Shredded Palm Chips:</p> <ul style="list-style-type: none"> - Immature Areas: 120-150 kg/palm for 1st year planting - Immature Areas: 250 kg/palm for 2nd year planting - Mature Areas: 50 mt/ha every alternate avenue 	Complied
7.4.4	<p>Records of fertiliser inputs are maintained.</p> <p>- Minor compliance -</p>	<p>Records of fertilizer inputs are maintained as per following:</p> <p>Jendarata Estate:</p> <p>Based on Fertilizer Recommendations for Year 2024; Ref. # 9.010(h)/1731/2023; Date: 12/10/2023 as per sample for Field # 100 as following:</p> <ul style="list-style-type: none"> - Feb/Mar: Urea: 1.0kg/palm; Applied date: 17/2/2024; Total: 1.37mt (1366 palms) - Feb/Mar: MOP: 1.5kg/palm; Applied date: 17/2/2024; Total: 2.05mt (1366 palms) 	Complied

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		<ul style="list-style-type: none"> - May/Jun: MOP: 1.4kg/palm; Applied date: 6/7/2024; Total: 1.91mt (1366 palms) <p>Seri Pelangi Estate:</p> <p>Based on Fertilizer Recommendations for Year 2024; Ref. # 9.010(h)/1731/2023; Date: 12/10/2023 as per sample for Field # 100 as following:</p> <ul style="list-style-type: none"> - Jan/Feb: NK: 2.5kg/palm; Applied date: 6/3/2024; Total: 1.37mt (1) - May/June: MOP: 2.5kg/palm; Applied date: 6/3/2024; Total: 2.05mt <p>Actual fertilizer:</p> <p>Field # 20 6/3/24 – 6/6/24: NK: 2.5kg/palm; Total: 7.48mt; B48 (Borate 48%): 0.1kg/palm; Total: 0.299mt; Ks: 1.0kg/palm; Total: 2.99mt; Urea: 1.0kg/palm; Total: 2.99mt; MOP: 1.5kg/palm; Total: 4.49mt; RP: 1.0kg/palm; Total: 2.99mt.</p> <p>Total EFB 2024: 6,190.56mt</p>	
Criterion 7.5: Practices minimise and control erosion and degradation of soils.			
7.5.1	<p>(C) Maps identifying marginal and fragile soils, including steep terrain, are available.</p> <p>- Critical (Major) compliance -</p>	<p>Based on Soil Map of Jendarata Estate prepared by staff of United Plantations Berhad (Xavier, 2004, unpublished internal report) – overlain over the Block Map. Soil series mapped: September 2020; Surveyed: Jan – March 2018; Surveyed: Param Agricultural Soil Surveys; Mapped by: Param Agricultural Soil Surveys and UPRD:</p> <ul style="list-style-type: none"> - Selangor - Bria 	Complied

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		<ul style="list-style-type: none"> - Jawa - Sedu - Primaluck (Peat) - Penor (Peat) - Sabrang - Tualang <p>* Mineral soils: 5870.79 ha; Peat soils: 576.19 ha</p> <p>Soil Map of Tanarata Estate series were as following:</p> <ul style="list-style-type: none"> - Selangor - Selangor (sandy) - Selangor (organic) - Tepus - Gugut - Binjai - Kayan - Sepayang - Sejacob - Kaya - Penor - Linggi - Erong 	
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		Baram	
7.5.2	No replanting on steep slopes (above 25 degrees) unless approved by state governments. In case of replanting is permitted, no replanting in contiguous area of steep terrain (greater than 25 degrees) larger than 25 Ha within the Unit of Certification. - Minor compliance -	Generally, the topography of all estates was flat (Jendarata Estate and Tanarata Estate) to undulating (Seri Pelangi Estate). No steep terrain greater than 25 degrees or larger than 25 Ha within all estates.	Complied
7.5.3	There is no new planting of oil palm on steep terrain. - Minor compliance -	Neither new planting nor steep terrain presence in all estates within Jendarata POM certification unit.	Complied
Criterion 7.6: Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations.			
7.6.1	(C) To demonstrate the long-term suitability of land for palm oil cultivation, soil maps or soil surveys identifying marginal and fragile soils, including steep terrain, are taken into account in plans and operations. - Critical (Major) compliance -	Based on Soil Map of Jendarata Estate prepared by staff of United Plantations Berhad (Xavier, 2004, unpublished internal report) – overlain over the Block Map. Soil series mapped: September 2020; Surveyed: Jan – March 2018; Surveyed: Param Agricultural Soil Surveys; Mapped by: Param Agricultural Soil Surveys and UPRD: - Selangor - Bria - Jawa - Sedu - Primaluck (Peat) - Penor (Peat) - Sabrang	Complied

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		<ul style="list-style-type: none"> - Tualang * Mineral soils: 5870.79 ha; Peat soils: 576.19 ha <p>Soil Map of Tanarata Estate series were as following:</p> <ul style="list-style-type: none"> - Selangor - Selangor (sandy) - Selangor (organic) - Tepus - Gugut - Binjai - Kayan - Sepayang - Sejacob - Kaya - Penor - Linggi - Erong - Baram 	
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.	The procedure namely SOP for Peat Subsidence Measurement dated 31/3/2014 was implemented accordingly. Annual peat subsidence measurements report was sighted for two estates (Jendarata Estate and Tanarata Estate). Drainability assessment continued to be	Complied

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	- Minor compliance -	conducted since 2008 by UPRD. The internal memo from Director of Research dated 20/4/2016 was sighted. It was recommended field drain intensity of 1:4 rows of oil palms with a planting density of 160 palms per hectare.	
7.6.3	Soil surveys and topographic information guide the planning of drainage and irrigation systems, roads and other infrastructure. - Minor compliance -	Soil surveys and topographic information (including map showing highest point) guide the planning of drainage, irrigation systems, roads, railroads and other infrastructure. Latest Soil Survey was conducted as per sample report by Research Unit; Trial # 2.427 (3); Field # 32; Date: 10/4/2022.	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 -	No new planting has taken place since there was no land conversion of undeveloped area. All planting of oil palms are 3 rd generation planting on already established oil palm estate as following: Jendarata Estate: - Total planted area: 5,286 ha - 1 st OP planting year 1970s - Peat planted area: 576.19 ha Tanarata Estate (Newly acquired in August 2019): - Total planted area: 3,436.8 ha - 1 st OP planting year 1980s - Peat planted area: 1097.14 ha	Complied
7.7.2	Areas of peat within the managed areas are inventoried, documented and reported (effective from 15 November 2018) to RSPO Secretariat.	The peat inventory have been submit to RSPO Secretariat on June 2020 as per email verification dated 5/6/2021.	Complied

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	<p>PROCEDURAL NOTE:</p> <p>Maps and other documentation of peat soils are provided, prepared and shared in line with RSPO Peatland Working Group (PLWG) audit guidance (see Procedural Note for 7.7.5 below).</p> <p>- Minor compliance -</p>		
7.7.3	<p>(C) Subsidence of peat is monitored, documented and minimised.</p> <p>- Critical (Major) compliance -</p>	<p>Based on Soil Survey Report United Plantations Berhad Downriver Business Unit; January 2018 collaboration survey by UP Research and Param Agriculture Soil Survey (PASS). Monitoring started since 2008.</p> <p>Monitoring implemented based on the SOP for peat probe SOP – As per UP SOP Peat Subsidence Measurements – Monitoring form: Quarterly Peat Subsidence Probe Reading Form – following RSPO Manual on BMPs for Existing Oil Palm Cultivation on Peat, Volume 1 (June 2019) – quarterly measurement. 2024 measurement data available for verification.</p>	Complied
7.7.4	<p>(C) A documented water and ground cover management programme is in place.</p> <p>- Critical (Major) compliance -</p>	<p>The documented water and ground cover management available under water management, the management implement water table monitoring by weekly basis as per Standard Operating Procedures; 4.5 Peat Subsidence Measurements; Date issued: 31/3/2014; Date revised: 1/8/2020.</p> <p>Programme includes a Study Methodology – Piezometer Placement and Monitoring in Peat Areas; 1 piezometer to be place every 120 hectares to monitor natural water table of the peat areas as per sample in Jendarata Estate:</p> <p>Established as Study Methodology – Piezometer Placement and Monitoring in Peat Areas – 120ha/piezometer</p>	Complied

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7.7.5	<p>(C) For plantations planted on peat, drainability assessments are conducted following the RSPO Drainability Assessment Procedure, or other RSPO recognised methods, at least five years prior to replanting. The assessment result is used to set the timeframe for future replanting, as well as for phasing out of oil palm cultivation at least 40 years, or two cycles, whichever is greater, before reaching the natural gravity drainability limit for peat. When oil palm is phased out, it is replaced with crops suitable for a higher water table (paludiculture) or rehabilitated with natural vegetation.</p> <p>This is subject to transitional (5 years: 2019 to 2024) arrangement stated in the Drainability Assessment Procedure.</p> <p>Within 12 months initial implementation period, company could submit other alternate methodologies to be considered by RSPO for recognition.</p> <p>- Critical (Major) compliance -</p>	<p>Drainability assessment was carried out based on UP Research Department's Guidance as per Internal Memorandum; Ref. # 0.007/987/2016; Date: 20/4/2016; Field drain intensity of 1:4 rows of palm tree with planting density of 160 palms per hectare as following:</p> <p>Jendarata Estate:</p> <p>Drainability Assessment Report of United Plantations Berhad's Jendarata Estate in Perak Darul Ridzuan Malaysia, date: 01/12/2022; 1st submission date: 08/07/2022, 2nd Review, submitted to RSPO dated on 14/03/2023 by; Approval date: 21/03/2023</p> <p>Tanarata Estate:</p> <p>Drainability Assessment Report of United Plantations Berhad's Tanarata Estate in Perak Darul Ridzuan Malaysia; Revised Report 2; date: 01/04/2021; 1st submission date: 12/08/2020, 2nd Review, submitted to RSPO dated on 08/01/2021 by; Approval date: 08/04/2021</p>	Complied
7.7.6	<p>(C) All existing plantings on peat are managed according to the 'RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat', version 2 (2019) and associated audit guidance.</p> <p>- Critical (Major) compliance -</p>	<p>Drainability assessment was carried out based on UP Research Department's Guidance as per Internal Memorandum; Ref. # 0.007/987/2016; Date: 20/4/2016; Field drain intensity of 1:4 rows of palm tree with planting density of 160 palms per hectare.</p>	Complied
7.7.7	<p>(C) All areas of unplanted and set-aside peatlands in the managed area (regardless of depth) are protected as "peatland conservation areas"; new drainage, road building and power lines by the unit of certification on peat soils is prohibited; peatlands are managed in accordance with the 'RSPO BMPs for Management and Rehabilitation of Natural Vegetation</p>	<p>Set-aside includes unplanted areas in Tanarata Estate which were managed as per Standard Operating Procedures; 4.5 Peat Subsidence Measurements; Date issued: 31/3/2014; Date revised: 1/8/2020.</p>	Complied

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	Associated with Oil Palm Cultivation on Peat', version 2 (2019) and associated audit guidance. - Critical (Major) compliance -												
Criterion 7.8: Practices maintain the quality and availability of surface and groundwater.													
7.8.1	<p>A water management plan is in place and implemented to promote more efficient use and continued availability of water sources and to avoid negative impacts on other users in the catchment. The plan addresses the following:</p> <p>a) The unit of certification does not restrict access to clean water or contribute to pollution of water used by communities.</p> <p>b) Workers have adequate access to clean water.</p> <p>- Minor compliance -</p>	<table><tr><td colspan="2">Water Management Plan established as following:</td></tr><tr><td>Area of management</td><td>Measures</td></tr><tr><td>Peat soils</td><td>SOP on cultivation of peat areas</td></tr><tr><td>Water for consumption</td><td><ul style="list-style-type: none">- Water pump- No leakage tanks/pipes/valves- Correct chemical dosage- Periodic monitoring treated/untreated water quality- Adequate capacity of river- Water usage monitoring monthly</td></tr><tr><td>Domestic wastewater POME</td><td><ul style="list-style-type: none">- To ensure wastewater/effluent drains, pipes and effluent ponds bund are in good condition through periodic checks- To ensure that wastewater an POME discharged is within in-house requirement and DOE requirement before being discharge into watercourse. Refer periodic analysis results</td></tr></table>	Water Management Plan established as following:		Area of management	Measures	Peat soils	SOP on cultivation of peat areas	Water for consumption	<ul style="list-style-type: none">- Water pump- No leakage tanks/pipes/valves- Correct chemical dosage- Periodic monitoring treated/untreated water quality- Adequate capacity of river- Water usage monitoring monthly	Domestic wastewater POME	<ul style="list-style-type: none">- To ensure wastewater/effluent drains, pipes and effluent ponds bund are in good condition through periodic checks- To ensure that wastewater an POME discharged is within in-house requirement and DOE requirement before being discharge into watercourse. Refer periodic analysis results	Complied
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		<p>There's Domestic Water Footprint (Monthly Data in 2024) monitoring implemented as part of the water management plan. In general, the Water Management Plan include the following:</p> <ul style="list-style-type: none"> - analysis/test treated water twice per year for compliance with the Ministry of Health Specification for Drinking Water Quality. - minimize wastage of treated water through maintenance of pipelines and monitoring of water consumption by employees - analyses/test source (raw) water supplying mill water treatment system per DOE 2006 Interim National Quality Water Standard. - avoid pollution of raw water resources by implementing the pollution prevention plans and monitor the river water quality through water analysis - treat mill effluent to required levels and regularly monitor its water discharge quality to comply with EQ (Prescribed Premises) (Crude Palm Oil) Regulations 1977 and written approval issued by DOE so as not to pollute water use by communities downstream of discharge point. 									
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>Based on the SOP on Management of Riparian Area dated 24/11/2017, management and rehabilitation of riparian of water courses in line with RSPO Manual on BMPs includes the river water upstream and downstream sampling analysis as following:</p> <ul style="list-style-type: none"> - Certificate of Analysis by ChemVi Laboratory Sdn. Bhd.; Lab Report # LW/0624/1003(2); Sample date: 11/06/2024; Report date: 24/06/2024; Sample marking: Hulu Farrow Entrance: <table border="1"> <thead> <tr> <th>Parameters</th><th>Methods</th><th>Limits</th><th>Results</th></tr> </thead> <tbody> <tr> <td>pH</td><td>APHA</td><td></td><td>5.31</td></tr> </tbody> </table>	Parameters	Methods	Limits	Results	pH	APHA		5.31	Complied
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		<table> <tr> <td>*BOD₃</td><td>DOE</td><td></td><td>25</td></tr> <tr> <td>TSS</td><td>APHA</td><td></td><td>31</td></tr> <tr> <td>Phosphorus</td><td>APHA</td><td></td><td>0.56</td></tr> </table> <p>- Certificate of Analysis by ChemVi Laboratory Sdn. Bhd.; Lab Report # LW/0624/1003(1); Sample date: 11/06/2024; Report date: 24/06/2024; Sample marking: Hilir Water Gate:</p> <table> <tr> <th>Parameters</th><th>Methods</th><th>Limits</th><th>Results</th></tr> <tr> <td>pH</td><td>APHA</td><td></td><td>5.39</td></tr> <tr> <td>*BOD₃</td><td>DOE</td><td></td><td>27</td></tr> <tr> <td>TSS</td><td>APHA</td><td></td><td>17</td></tr> <tr> <td>Phosphorus</td><td>APHA</td><td></td><td>0.58</td></tr> </table>	*BOD ₃	DOE		25	TSS	APHA		31	Phosphorus	APHA		0.56	Parameters	Methods	Limits	Results	pH	APHA		5.39	*BOD ₃	DOE		27	TSS	APHA		17	Phosphorus	APHA		0.58	
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7.8.3	<p>Mill effluent is treated to be in compliance with national regulations. Discharge quality of mill effluent, especially Biochemical Oxygen Demand (BOD), is regularly monitored.</p> <p>- Minor compliance -</p>	<p>POME was treated via anaerobic digester tank and pond system with installation of biogas capture facilities. Monthly monitoring conducted on land application Field # 61 & 62 POME final discharge samples as per latest sampling analysis results as following:</p> <p>- Certificate of Analysis by ChemVi Laboratory Sdn. Bhd.; Lab Report # LW/0624/1002(1); Sample date: 11/06/2024; Report date: 24/06/2024; Sample marking: Land Application (Pond 5):</p> <table> <tr> <th>Parameters</th><th>Methods</th><th>Limits</th><th>Results</th></tr> <tr> <td>pH</td><td>APHA</td><td></td><td>8.22</td></tr> <tr> <td>*BOD₃</td><td>DOE</td><td>5000</td><td>185</td></tr> </table>	Parameters	Methods	Limits	Results	pH	APHA		8.22	*BOD ₃	DOE	5000	185	Complied																				
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7.8.4	<p>Mill water use per tonne of FFB is monitored and recorded.</p> <p>- Minor compliance -</p>	<p>Mill water use per tonne of FFB is monitored and recorded as following:</p> <ul style="list-style-type: none"> - Jan – Dec 2023: 1.57 m3/mt FFB processed - Jan – Jun 2024: 1.70 m3/mt FFB processed 	Complied																																
Criterion 7.9: Efficiency of fossil fuel use and the use of renewable energy is optimised																																			
7.9.1	<p>A plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented, monitored and documented.</p> <p>- Minor compliance -</p>	<p>Plan for efficiency of the use of fossil fuels and to optimise renewable energy is implemented including the installation and operation of biogas plant. Efficiency of fossil fuels monitored and documented as the Comparative Statistics for Petrol, Diesel and Lubricant Usage. Sighted the records of monitoring of diesel usage by Jendarata POM as following:</p> <ul style="list-style-type: none"> - Jan – Dec 2023: 0.23 m3/mt FFB processed - Jan – Jun 2024: 0.20 m3/mt FFB processed 	Complied																																

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Criterion 7.10: Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions.			
7.10.1	<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>GHG emissions are identified and assessed where the monitored data reported in Palm GHG were found consistent to the raw data source amongst all the following:</p> <ul style="list-style-type: none"> - Fossil fuel consumption - Chemical consumption - Palm Kernel Shell (PKS) produced - Palm Oil Mill Effluent (POME) produced <p>Various initiatives were implemented to minimise the emission such as bio-gas plant (commissioned since 2010), improvement in fossil fuel consumption and maintaining the water table at peat areas. Emission monitoring calculated using Palm GHG v4.</p>	Complied
7.10.2	<p>(C) Starting 2014, the carbon stock of the proposed development area and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them prepared and implemented (following the RSPO GHG Assessment Procedure for New Development).</p> <p>- Critical (Major) compliance -</p>	No new development in all estates within Jendarata POM certification unit.	Not Applicable
7.10.3	<p>(C) Other significant pollutants are identified and plans to reduce or minimise them implemented and monitored.</p> <p>- Critical (Major) compliance -</p>	Assessment of all polluting activities was conducted under Environmental Risk Assessment for identifying activities that contributes significant impact to environment including gaseous emission. As prescribed under DOE's Compliance Schedule, the mill is obliged to conduct stack sampling minimum once a year.	Complied

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		<p>Verified the sample records of boiler stack sampling analysis as following:</p> <ul style="list-style-type: none"> - Isokinetic Stack and Air Emission Monitoring Report for Stack # 7 (Boiler # 2); Ref. # RT051/2024/006; Monitoring date: 21/02/2024; Report date: 01/03/2024 results: <table border="1"> <thead> <tr> <th>Parameters</th><th>Methods</th><th>Result</th><th>Limit (MCAR)</th></tr> </thead> <tbody> <tr> <td>Dust</td><td>MS1596</td><td>112.8mg/m³</td><td>150mg/m³</td></tr> <tr> <td>NO₂</td><td>Gas analyser</td><td>59mg/m³</td><td>500mg/m³</td></tr> <tr> <td>SO₂</td><td>Gas analyser</td><td>32mg/m³</td><td>500mg/m³</td></tr> <tr> <td>HF</td><td>26A</td><td>ND (<5)</td><td>30mg/m³</td></tr> <tr> <td>HCl</td><td>26A</td><td>ND (<1)</td><td>200mg/m³</td></tr> <tr> <td>CO</td><td>Gas analyser</td><td>74mg/m³</td><td>200mg/m³</td></tr> <tr> <td>Hg</td><td>29</td><td>ND (0.01)</td><td>0.03mg/m³</td></tr> <tr> <td>Dark smoke</td><td>BS2742</td><td><#2 R Chart</td><td><#2 R Chart</td></tr> </tbody> </table> <ul style="list-style-type: none"> - Isokinetic Stack and Air Emission Monitoring Report for Stack # 7 (Boiler # 2); Ref. # RT051/2024/096; Monitoring date: 15/06/2024; Report date: 03/07/2024 results: <table border="1"> <thead> <tr> <th>Parameters</th><th>Methods</th><th>Result</th><th>Limit (MCAR)</th></tr> </thead> <tbody> <tr> <td>Dust</td><td>MS1596</td><td>127.2mg/m³</td><td>150mg/m³</td></tr> </tbody> </table>	Parameters	Methods	Result	Limit (MCAR)	Dust	MS1596	112.8mg/m ³	150mg/m ³	NO ₂	Gas analyser	59mg/m ³	500mg/m ³	SO ₂	Gas analyser	32mg/m ³	500mg/m ³	HF	26A	ND (<5)	30mg/m ³	HCl	26A	ND (<1)	200mg/m ³	CO	Gas analyser	74mg/m ³	200mg/m ³	Hg	29	ND (0.01)	0.03mg/m ³	Dark smoke	BS2742	<#2 R Chart	<#2 R Chart	Parameters	Methods	Result	Limit (MCAR)	Dust	MS1596	127.2mg/m ³	150mg/m ³	
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			NO ₂	Gas analyser	68mg/m ³	500mg/m ³	
			SO ₂	Gas analyser	37mg/m ³	500mg/m ³	
			HF	26A	ND (<5)	30mg/m ³	
			HCl	26A	ND (<1)	200mg/m ³	
			CO	Gas analyser	91mg/m ³	200mg/m ³	
			Hg	29	ND (0.01)	0.03mg/m ³	
			Dark smoke	BS2742	<#2 R Chart	<#2 R Chart	
			- Isokinetic Stack and Air Emission Monitoring Report for Stack # 5 (Boiler # 1); Ref. # RT051/2024/075; Monitoring date: 24/05/2024; Report date: 12/06/2024 results:				
		Parameters	Methods	Result	Limit (MCAR)		
		Dust	MS1596	114.9mg/m ³	150mg/m ³		
		NO ₂	Gas analyser	63mg/m ³	500mg/m ³		
		SO ₂	Gas analyser	31mg/m ³	500mg/m ³		
		HF	26A	ND (<5)	30mg/m ³		
		HCl	26A	ND (<1)	200mg/m ³		
		CO	Gas analyser	78mg/m ³	200mg/m ³		
		Hg	29	ND (0.01)	0.03mg/m ³		

		<table> <tr> <td>Dark smoke</td><td>BS2742</td><td><#2 R Chart</td><td><#2 R Chart</td></tr> </table> <p>There was a DOE notification of CEMS instrument breakdown; Model: Dusthunter T100DI; Date: 24/06/2024; Troubleshoot PO # JS132401654; Date: 24/06/2024; Vendor: Ecos Link Solutions Sdn. Bhd.; Meter calibration certificate # 11181; Calibration Sticker # 16014; Calibration Date: 15/02/2025; Calibration Due Date: 14/08/2024.</p>	Dark smoke	BS2742	<#2 R Chart	<#2 R Chart	
Dark smoke	BS2742	<#2 R Chart	<#2 R Chart				
Criterion 7.11: Fire is not used for preparing land and is prevented in the managed area							
7.11.1	(C) Land for new planting or replanting is not prepared by burning. - Critical (Major) compliance -	There was no new planting and replanting which prepared by burning and in lined with Environmental and Biodiversity Policy which signed by UPB CEO on 5th February 2020.	Complied				
7.11.2	The unit of certification establishes fire prevention and control measures for the areas directly managed by the unit of certification. - Minor compliance -	<p>For fire watch, for aerial monitoring was conducted mainly for hot spot area/peat soil area through Global Forest Watch Fires (GFWF). UPB has subscribed to GFWF since 10/09/2017. In case of any fire detected by GFWF, an alert will be sent to PIC for mill and estate. On site preparedness, 3200 gallon of portable water browser is readily available to fight any potential fire.</p> <p>On top GFWF, field patrolling were performed as per record sighted. The patrolling is conducted daily by auxiliary police according to the patrolling schedule. The monitoring for any fire at the estate will also be conducted by workers and mandores. In case of any fire detected, mandores will report to the management/security head.</p>	Complied				
7.11.3	The unit of certification engages with adjacent stakeholders on fire prevention and control measures. - Minor compliance -	Engagement with adjacent stakeholders was conducted during latest external stakeholder meeting on 24/04/2024 in Community	Complied				

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		Hall, Division 3, Jendarata Estate. UPB SOP on Fire Safety Management was presented during the meeting.	
Criterion 7.12: Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced.			
7.12.1	<p>(C) Land clearing since November 2005 has not damaged primary forest or any area required to protect or enhance HCVs. Land clearing since 15 November 2018 has not damaged HCVs or HCS forests.</p> <p>A historic Land Use Change Analysis (LUCA) is conducted prior to any new land clearing, in accordance with the RSPO LUCA guidance document.</p> <p>- Critical (Major) compliance -</p>	There's no new development in all estates within Jendarata POM certification unit.	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:</p> <p>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>Initial HCV assessment was conducted by Wild Asia as per report entitled "A Conservation Assessment of United Plantation's Perak Estates – Conservation Values & Recommendations"; Report date: 14/1/2008. There was also Seri Pelangi Estate In-House Assessment for the Identification of High Conservation Values; Assessment date: 10/08/2020.</p> <p>Latest assessment was conducted in-house as per Report on High Conservation Value Area for Tanarata Estate, United Plantations Berhad, Teluk Intan, Perak; Prepared by: Sabarinah & Associates Sdn. Bhd.; February 2022.</p> <p>Based on assessments, the HCV Values identified were HCV 4 - Ecosystem services: Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.</p>	Complied

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		HCV management plan established per SOP – Management of Riparian Area – Appendix 1; Date issued: 24/11/2017.	
7.12.3	<i>Indicator is not applicable in Malaysia context</i>	Not applicable	Not Applicable
7.12.4	<p>(C) Where HCVs, HCS forests after 15 November 2018, peatland and other conservation areas have been identified, they are protected and/or enhanced. An integrated management plan to protect and/or enhance HCVs, HCS forests, peatland and other conservation areas is developed, implemented and adapted where necessary, and contains monitoring requirements. The integrated management plan is reviewed at least once every five years. The integrated management plan is developed in consultation with relevant stakeholders and includes the directly managed area and any relevant wider landscape level considerations (where these are identified).</p> <p>- Critical (Major) compliance -</p>	<p>Based on the assessor recommendations, an integrated management plan has been established to protect and/or enhance identified HCVs as following:</p> <ul style="list-style-type: none"> - Signboard installation/erection - No spraying and manuring in riparian - Planting of jungle trees - Monitoring <p>Monitoring of management action include the following:</p> <ul style="list-style-type: none"> - Wildlife sightings - Signboards - Soil erosions - Signs of illegal activities including pollution & spraying/manuring <p>Based on recent 2024 wildlife sightings monitoring records, RTE sighted in Seri Pelangi Estate Wildlife Sighting Book:</p> <ul style="list-style-type: none"> - Date: 22/04/2024; Burung Belibis; Location: Office - Date: 15/06/2024; Greater Coucal; Location: SQ2 - Date: 23/01/2024; Green-Billed Malkoha; Location: SQ1 - Date: 15/03/2024; Eastern Cattle Egret; Location: PLO5 - Date: 30/03/2024; Greater Otters; Location: PLO21 	Complied

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		Date: 02/04/2024; Phyton; Location: PLO11	
7.12.5	Where rights of local communities have been identified in HCV areas, HCS forest after 15 November 2018, peat land and other conservation areas, there is no reduction of these rights without evidence of a negotiated agreement, obtained through FPIC, encouraging their involvement in the maintenance and management of these conservation areas. - Minor compliance -	No local communities have been identified in self-declared HCV areas in all estates within Jendarata POM certification unit.	Complied
7.12.6	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. - Minor compliance -	Based on the internal and external stakeholders' consultation as well as field visits and records verifications, there are evidences to continuously prevent and discourage illegal or hunting, fishing or collecting activities. Signage as well as routine patrolling activities were carried out as part of the efforts to create awareness among employees about biodiversity. The latest awareness training on environmental and biodiversity was conducted on 24/04/2024 to all estate and mill employees as well as external stakeholders which also includes the HCV/Riparian awareness topic.	Complied
7.12.7	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. - Minor compliance -	Based on the initial Wild Asia assessor recommendations, an integrated management plan has been established to protect and/or enhance identified HCVs as following: - Signboard installation/erection - No spraying and manuring in riparian - Planting of jungle trees - Monitoring Monitoring of management action include the following:	Complied

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		<ul style="list-style-type: none"> - Wildlife sightings - Signboards - Soil erosions - Signs of illegal activities including pollution & spraying/manuring <p>Based on recent 2024 wildlife sightings monitoring records, RTE sighted in Seri Pelangi Estate Wildlife Sighting Book:</p> <ul style="list-style-type: none"> - Date: 22/04/2024; Burung Belibis; Location: Office - Date: 15/06/2024; Greater Coucal; Location: SQ2 - Date: 23/01/2024; Green-Billed Malkoha; Location: SQ1 - Date: 15/03/2024; Eastern Cattle Egret; Location: PLO5 - Date: 30/03/2024; Greater Otters; Location: PLO21 <p>Date: 02/04/2024; Phyton; Location: PLO11</p>	
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>No land clearing without prior HCV assessment since November 2005 in all estates within Jendarata POM certification unit.</p>	Complied

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Appendix B: GHG Reporting Executive Summary

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

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

The summary of the Net GHG emitted in **2023** for **Jendarata POM** and supply base are as following:

Emission per product	tCO ₂ e/tProduct	Extraction	%
CPO	2.55	OER	22.48
PKO	2.55	KER	4.53

Production	t/yr	Land Use	Ha
FFB Process	191,281.00	OP Planted Area	10,982.59
CPO Produced	43,005.96	OP Planted on peat	1,673.41
PKO Produced	8,655.76	Conservation (forested)	157.00
		Conservation (non-forested)	0.00
		Total	12,813.00

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	98,269.96	0.51	0.00	0.00	0.00	0.00	98,269.96	0.51
CO ₂ Emission from fertilizer	13,068.89	0.07	0.00	0.00	0.00	0.00	13,068.89	0.07
NO ₂ Emission	12,526.67	0.07	0.00	0.00	0.00	0.00	12,526.67	0.07
Fuel Consumption	11,881.62	0.06	0.00	0.00	0.00	0.00	11,881.62	0.06
Peat Oxidation	3,257.82	0.02	0.00	0.00	0.00	0.00	3,257.82	0.02
Sink								
Crop Sequestration	-93,155.40	-0.49	0.00	0.00	0.00	0.00	-93,155.40	-0.49
Conservation Sequestration	-603.06	0.00	0.00	0.00	0.00	0.00	-603.06	0.00
Total	136,614.14	0.71	0.00	0.00	0.00	0.00	136,614.14	0.71

**Note: Includes both estates and smallholders*

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Summary of Mill Emission and Credit

	tCO ₂ e	tCO ₂ e/tFFB
Emission		
POME	3,091.95	0.02
Fuel Consumption	160.58	0.00
Grid Electricity Utilization	0.00	0.00
Credit		
Export of Grid Electricity	-5,057.84	- 0.03
Sales of PKS	-3,225.95	- 0.02
Sales of EFB	0.00	0.00
Total	-5,031.26	- 0.03

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.

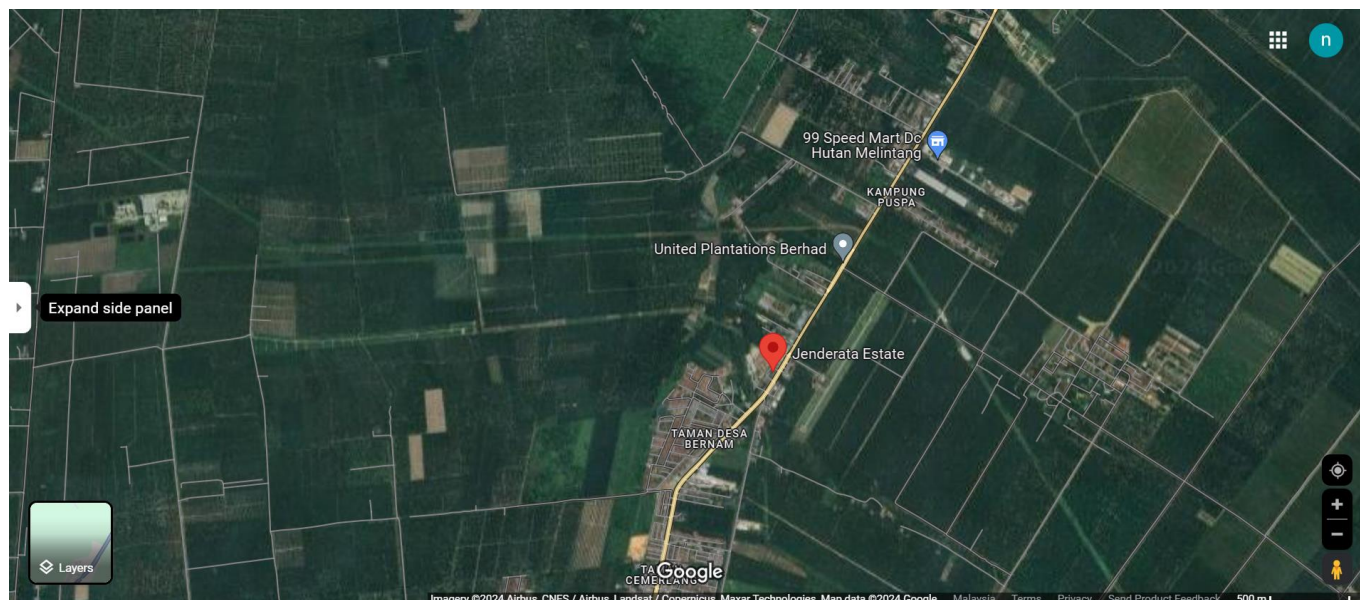
Palm Oil Mill Effluent (POME) Treatment:	
Divert to Compost (%)	0.00
Divert to anaerobic diversion (%)	100

POME Diverted to Anaerobic Digestion:	
Divert to anaerobic pond (%)	100
Divert to methane captured (flaring) (%)	0.00
Divert to methane captured (energy generation) (%)	0.00

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Appendix C: Location Map of Certification Unit and Supply bases

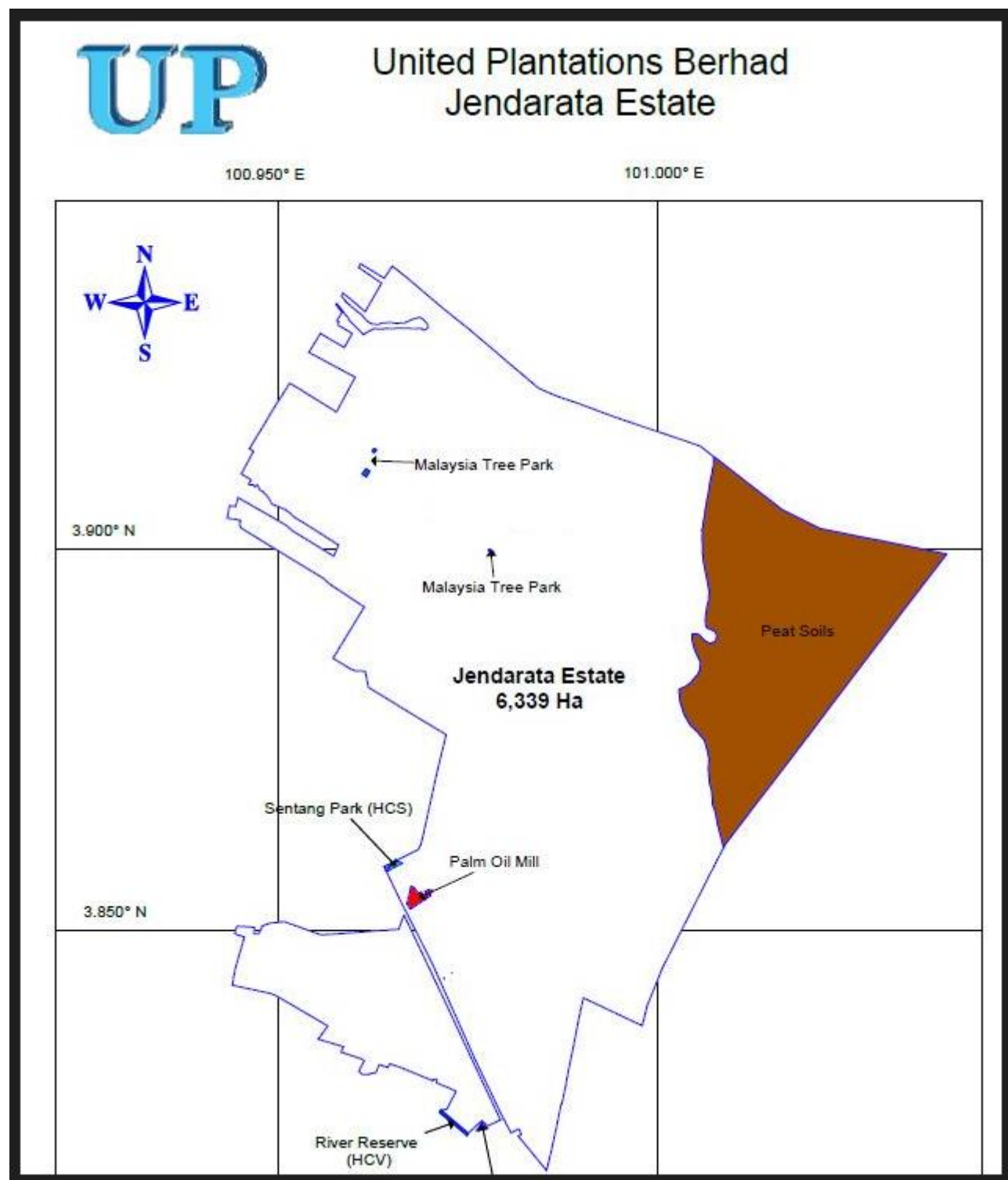


Plantation & Mill (Malaysia)	
① Jendarata Estate & Mill	
United Plantations Berhad (Registered Office) Jendarata Estate 36009, Teluk Intan Perak Darul Ridzuan Malaysia	
② UIE Estate & Mill	
③ Kuala Bernam Estate	
④ Sungei Bernam Estate	
⑤ Ulu Bernam Estate & Mill	
⑥ Changkat Mentri Estate	
⑦ Ulu Basir Estate & Mill	
⑧ Charong Estate	
⑨ Seri Pelangi Estate	
⑩ Lima Blas Estate	
⑪ Tanarata Estate	
Plantation & Mill (Indonesia)	
⑫ PT SSS Estate & Mill	
PT. Surya Sawit Sejati (Registered Office) Desa Sungai Rangit Jaya Sp. 6, Kecamatan Pangkalan Lada PO. BOX 1017 - Pangkalan Bun Kalimantan Tengah 74101	

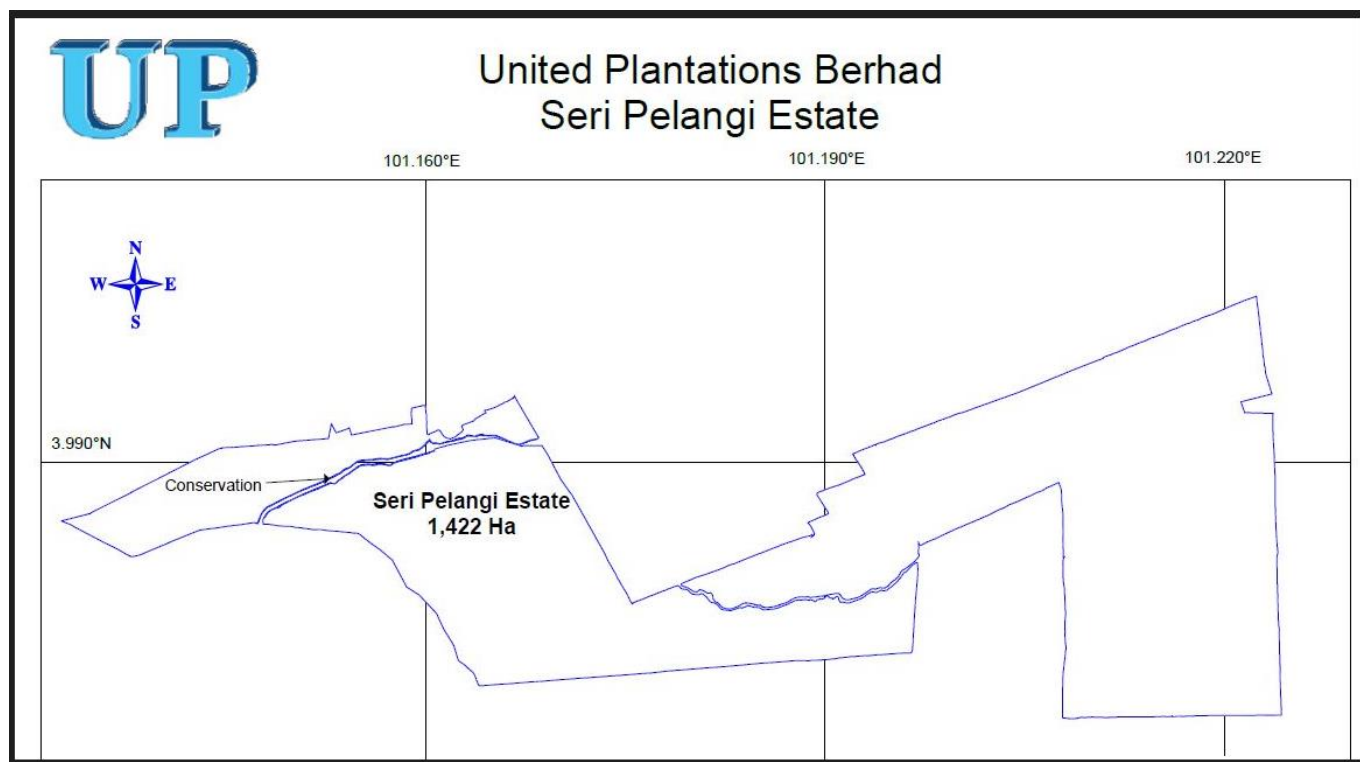


Appendix D: Estate Field Map

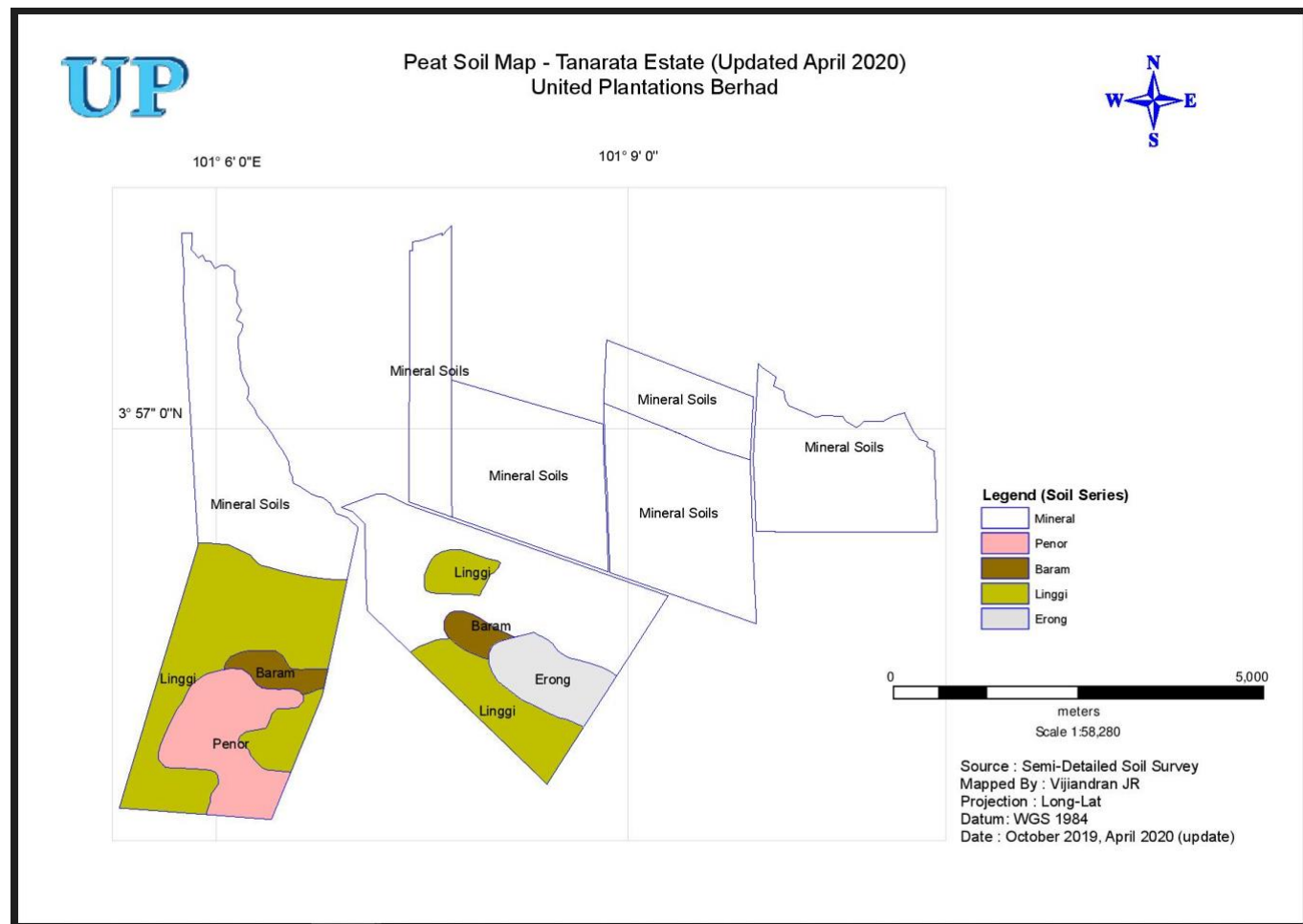
Jendarata Estate



Seri Pelangi Estate



Tanarata Estate



Appendix E: List of Smallholder Registered and/or sampled

Sampling Group	Current Certification	Scope Extension	Other: <i>Please specify</i>
Risk Factor Applied	N/A	N/A	N/A
Justification of Risk Factor Applied			
Number of samples			
Remarks			

[illegible]

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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